Hindusthan
College of Engineering and Technology,
Valley Campus, Coimbatore 641 032.
HICET www.hicet.ac.in

Report for webinar on "CODE YOUR CAREER" - Navigating Opportunities in the Software Field organized

Name of the Faculty : Ms Sakthi Sree T, Ms Jency C	
Department : Information Technology	Designation : Assistant Professor, Assistant Professor
Name of the Event: "CODE YOUR CAREER" - Navigating Opportunities in the Software Field	
Level : National	
Mapping with UN SDGs (Tick the relevant):No poverty **(SDG 1)**, Zero hunger **(SDG 2)**, Good health and well-being **(SDG 3)**, Quality education **(SDG 4)**, Gender equality **(SDG 5)**, Clean water and sanitation **(SDG 6)**, Affordable and clean energy **(SDG 7)**, Decent work and economic growth **(SDG 8)**, Industry, innovation and infrastructure **(SDG 9)**, Reduced inequalities **(SDG 10)**, Sustainable cities and communities **(SDG 11)**, Responsible consumption and production **(SDG 12)**, Climate action **(SDG 13)**, Life below water **(SDG 14)**, Life on land **(SDG 15)**, Peace, justice, and strong institutions **(SDG 16)**, and Partnerships for the goals **(SDG 17)**.	
Venue / Mode: IT Laboratory / online https://meet.google.com/pgb-audx-pmz	
No. of Days : 1 Day	Dates : 20.02.2024
Funded by : Nil	
No. of Participants : 100	Registration charges (if any) : Nil
Name and Designation of Resource Person(s) : Mrs. Nagalakshmi S Vice president, Career zone Coimbatore	
Outcome: Participants gained a better understanding of strengths, interests, values. Participants had a better understanding of education and training pathways. Participants learned to set realistic career goals and develop action plans to achieve them. Participants become aware of a broader range of career paths and industries.	
Remarks and Feedback on the Event: Informative session	
Plan of Implementing in HiCET (if any) : -	
Signature of the Faculty	HoD / Principal

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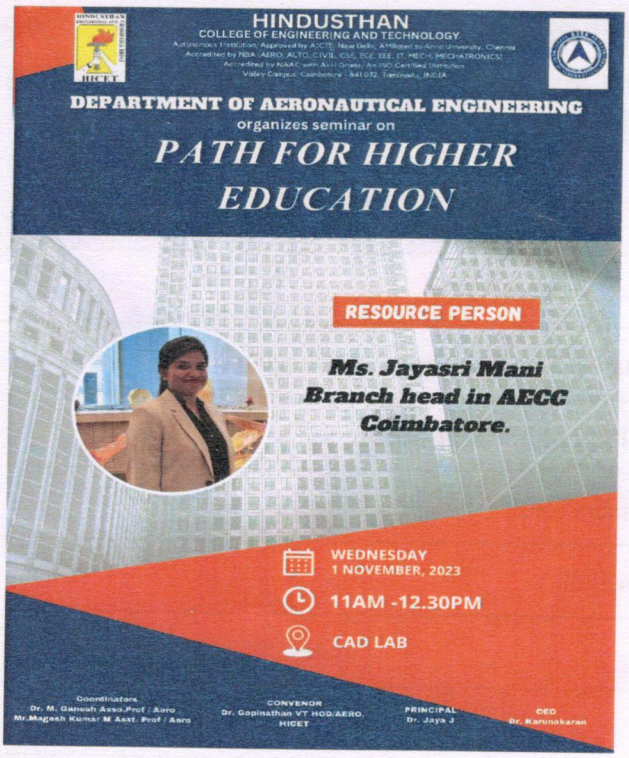
Report for Seminar on "Path for Higher Education"

Name of the Faculty : Mr.Magesh Kumar M	
Department : Aeronautical Engineering	Designation : Assistant Professor
Name of the Event : **Path for Higher Education**	
Level : Department level	
Venue / Mode : Kurinji Hall	
No. of Days : 1 Day	Dates : 01.11.2023
Funded by : -	
No. of Participants : 105	Registration charges (if any) : - nil
Name and Designation of Resource Person(s): - Ms.Jeya Sri Mani Head – Counseller,AEEC,Coimbatore Branch	
Outcome: ✓ Students are exposed to Various types of entrance examination conducted by different countries for higher education ✓ Students are imparted with knowledge on procedure for applying higher studies in foreign universities. Students have learned about the import	
Remarks and Feedback on the Event: ✓ Students are requested the resource person to provide ideas and suggestion to prepare supporting documents like statement of Purpose ,Reference letter for applying MS Programs -	
Plan of Implementing in HiCET (if any): - ✓ Students those who are interested to pursue higher studies in foreign universities will be guided with the help of the host organization	

Signature of the Faculty | HoD/AERO | Principal

Copy of the Event Brochure / Invitation:



Geo Tagged Photographs of Event – 2 Nos:







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REQUEST FORM TO ORGANIZE AN EVENT

Name of the Faculty	Mrs. S. Karpakam, Dr. J. Ramya		
Designation	Assistant professor		
Department	Electronics and Communication Engineering		
Type of Event	IIC Self driven Activity		
In Association With	Carrier Guidance and Higher Education cell-HICET		
Category	International / National / State / Regional / Institute Level		
Title of the Event	Prepaing Strategy for Gate		
No. of Participants Expected	140		
Venue	Ganga Hall		
No. of Days	1	**Date(s)**	22.09.2023

Name and Designation of the Resource Person(s):

1. Mr. R. Vivekanandhan., M.E
2. Mr. V. Sathyamoorthy, M.E
   Co-founder
   Master Academy Educator,
   Unacademy Online Educational platform)

Details of the Proposed Budget:

NIL

22/09/23
Faculty In-charge

22/9/23.
HoD

Approved by

Principal

HICET

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College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
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Report for Carrier Guidance Program - Opportunities after B E Through GATE , ESE Examinations- Organized

Name of the Faculty :Dr.J.Ramya, Mrs.S.Karpakam	
Department :Electronics and Communication Engineering	Designation : Associate Professor, Assistant Professor
Name of the Event : Preparation Strategy for Gate	
Level : College Level	
Venue / Mode : Ganga Hall	
No. of Days : One Day	Dates : 22.09.2023
Funded by : Nil	
No. of Participants :	Registration charges (if any) : Nil
Name and Designation of Resource Person(s) : 1.Mr.V.Sathyamoorthy,M..E 2.Mr.R.Vivekanandhan,M.E Co-founder, Masters Academy Educator, Unacademy (Online Educational Platform)	
Outcome: 1. Students got the better knowledge on GATE paper pattern & syllabus. 2. Students got awareness on reference books and the methodology for practising to crack the GATE. 3.Job Opportunities imparting the importance of higher Studies.	
Remarks and Feedback on the Event : Good	
Plan of Implementing in HiCET (if any) : Nil	

Signature of the Faculty

HoD

Principal

Copy of the Event Brochure / Invitation:



Geo Tagged Photographs of Event:






GPS Map Camera
valley campus, Pollachi Highway, Tamilnadu, India, Tamil Nadu, India
Hindusthan College of engineering and technology
mallumuchapattie Coimbatore
Lat 10.891439°
Long 76.992927°
22/09/23 10:52 AM GMT +05:30
Google


GPS Map Camera
valley campus, Pollachi Highway, Tamilnadu, India, Tamil Nadu, India
Hindusthan College of engineering and technology
mallumuchapattie Coimbatore
Lat 10.891439°
Long 76.992927°
22/09/23 10:52 AM GMT +05:30
Google

Certificate:



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Coimbatore – 641 032

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

CERTIFICATE OF PARTICIPATION

This is to certify that

PALANI.R,II ECE A

has participated in the Seminar on
"PREPARATION STRATEGY FOR GATE"
on September 22, 2023 organized by Department of ECE,
Hindusthan College of Engineering and Technology, Coimbatore

Dr.J.Ramya
Mrs.S.Karpakam
COORDINATORS

Dr.P.Vijayalakshmi
HOD/ECE

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
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Coimbatore - 641 032

HICET

Department of Electronics and Communication Engineering

Title of the event : Preparation Strategy for GATE

Date of the event : 22.09.2023

Participants Details

Sl. No.	Name	Class	Signature
1.	K. Sivaranjani	II-ECE-B	K. Sivi.
2.	A. Subbulakshmi	II-ECE-B	A. D.
3.	S. Saranya	II-ECE-B	S.
4.	Monika. K	II-ECE-B	Monika. K.
5.	Ramya. A	II-ECE-B	Ramya. A.
6.	N. Durga	II ECE-A	N.
7.	M. Lokashsri	II ECE-A	M.
8.	S. Sahithya	II ECE B	S.
9.	Ruthra Dheshma	II ECE B	
10.	Nandhana	II ECE B	
11.	Swarnalatha	II ECE B	
12.	Vithya Sri	II ECE B	
13.	Hamitha V	II-ECE A	
14.	Dharani. M	II-ECE A	
15.	K. Priyadharshana	III-ECE B	Priya. K
16.	K. Vinishya	III-ECE B	K. Vinish
17.	R. Ragavi	II-ECE B	R. Ragavi
18.	M. Prathiksha	II-ECE B	
19.	Kaviyadevi. M	IV ECE B	
20.	B. Prathiksha	II-ECE B	B. Prathi
21.	Arsaya M.G	II-ECE A	Arsaya.
22.	Mahalakshmi. M	II-ECE A	

Sl. No.	Name	Class	Signature
23.	Akshaya. R	II-ECEA	Akshaya
24.	Aswathy. S.V	II-ECEA	[illegible]
25.	Harshini S.	II-ECEA	Harshini
26.	Arul Adityan S.P	II-ECE	[illegible]
27.	S. Mugunthan	II-ECE	S. [illegible]
28.	Murugesh	II-ECE	[illegible]
29.	Kabilesh	II-ECE	[illegible]
30.	Ashwanth	II-ECE	Ashwanth
31.	Mahesh	II-ECE	Mahesh
32.	Arshand	II ECE	[illegible]
33.	Abthul Rahman	II ECE	[illegible]
34.	K. Dhanalakshmi	II ECE	K. Dhanalakshmi
35.	G. Abenaya	II ECE	G. Abenaya
36.	G. Archana	II ECE	G. Archana
37.	A. Varshini	II ECE	A. Varshini
38.	M. menaka	II ECE	M. Menaka
39.	Soja Saji	III Civil	[illegible]
40.	E. Lydia	III ECE	E. Lydia
41.	N. Kannathal	III ECE	[illegible] N
42.	Kavibharathi M	III ECE	M. [illegible]
43.	Prathyusha	III ECE	G. Prathyusha
44.	Ravivarmar. V.	III ECE	V. Ravivarmar
45.	Arun Karthick V	III ECE	[illegible]
46.	Dharani Dharan. A	III ECE	Dharani
47.	Kamalesh. B	III-ECE	B. Kamalesh
48.	Jogan. K.	III-ECE	K. [illegible]
49.	Saran S.	III-ECE	S. Saran
50.	Ejash Shajan. S	III-ECE	[illegible]
51.	Abdhak Kusuar. K	III-ECE	K. [illegible]
52.	Prakash R.	IV-ECE	[illegible]
53.	Nishanthi. P	II-ECE-B	Nishanthi
54.	Someshwaran	II-ECE-B	Someshwaran
55.	Pradeep	II-ECE B	Pradeep

Sl. No.	Name		Signature
56.	ANBUMANI V	ECE-A II	[signature]
57.	ARUN. T	ECE-A II	[signature]
58.	VISHNU. M	ECE.A II	M. [signature]
59.	HARSHAD. S	ECE-A II	S. Harsh
60.	PALANI. R	ECE-II	Palani
61.	Siddharth R.T.	ECE-B II	R.T. [signature]
62.	Sanjay. G	ECE-B II	[signature]
63.	Logeshwaran. R	ECE-II	Logeshwaran
64.	Suresh	ECE-II	Suresh
65.	Dhayanidhi. A	ECE-A-II	S. Dhyadhi
66.	Janakiraman. V	ECE-A	[signature]
67.	Harihara Subai. R	ECE-A	[signature]
68.	M. Gopikrishna	ECE-A	M. G[signature]
69.	M. Abishek	ECE-A	M. Abishek
70.	Dinesh. A	ECE-A	[signature]
71.	N. Karthik	ECE-B	N. Karthik
72.	L. Sanjay	ECE-B	L. Sanjay
73.	Regunath J.P.	ECE-B	Regunath J.P.
74.	Kaveri	ECE-B	Kaveri
75.	Mishanth	ECE-B	Mishanth
76.	Mohammed Shafeek. A	ECE-B	[signature]
77.	M. Sudharsan	ECE-B	[signature]
78.	Subash	ECE-B	[signature]
79.	Sudharsankisu	ECE-B	[signature]
80.	Subeesh. B	ECE-B	[signature]
81.	Rothish. G	ECE-B	[signature]
82.	P. Arun Prarath	ECE-A	[signature]
83.	J. Venkatesh	ECE-B	[signature]
84.	M. Vikesh	ECE-B	[signature]
85.	P.N. Pradhip	ECE-B	P.N. Pradhip
86.	A. Navaneedhan	II-ECE "B"	[signature]
87.	R. Sanjai Kumar	II-ECE-"B"	R. [signature]
88.	M. Praveen Rajan	ECE-'B'	[signature]

Sl. No.	Name		Signature
89.	Muthu krishnan	ECE-B	
90.	K.S. Surya	ECE-B	Suryaks
91.	S. Balasurya	III (A) MCT	
92.	A. Dhanushpraveen	II MCT	Dhanush
93.	K. Dinesh kumar	II MCT	K. Dinesh
94.	M. Kaviarun	II MCT	M. Kavi
95.	Amose.	II MCT	Amose
96.	Gayatri	II MCT	Gayatri
97.	Abdul Baathi	II MCT	
98.	Veera rajan.	II MCT	
99.	Manoj.	II MCT	
100.	Jonel.	MCT	
101.	Ganesh	II MCT	Ganesh.
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Date: 22/07/23

Department of ECE

Event Name : **Preparation Strategy for GATE**

Date of the Event :

Feedback form

Name : Vithya Sri. P

Designation/ Department : ECE - B C (2nd year)

Institution : HICET

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments:

Such a great information, He tell us many ways to achieve in job like goverment job & GATE." Well told!

Signature

Vithya Sri. P.

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HICET

Date: 22.09.2023

Department of Electronics and Communication Engineering

Event Name : **Preparation Strategy for GATE**

Date of the Event : 22.09.2023

Feedback form

Name : Murugesh

Designation/ Department : ECE

Institution : HICET

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments: It is useful session which gives more information about Group Exams and Gate exams.

Signature

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Date: 23/09/23

Department of Electronics and communication

Event Name : **Preparation Strategy for GATE**

Date of the Event : 23/09/23

Feedback form

Name : Saranya .S

Designation/ Department : ECE - B (II year)

Institution : HICET

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments: encourage us to focus on GATE exam, impordance of GATE exam knowlage gain, knowing about many Govt job and private job.

Sa.S.

Signature

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Department of
Information Technology
Organizes a
Webinar on
"CODE YOUR CAREER"
Navigating Opportunities in the Software Field

https://meet.google.com/pgb-audx-pmz



Resource Person



Ms.S.Nagalakshmi
Vice President
Career Zone, Coimbatore

03:00 PM

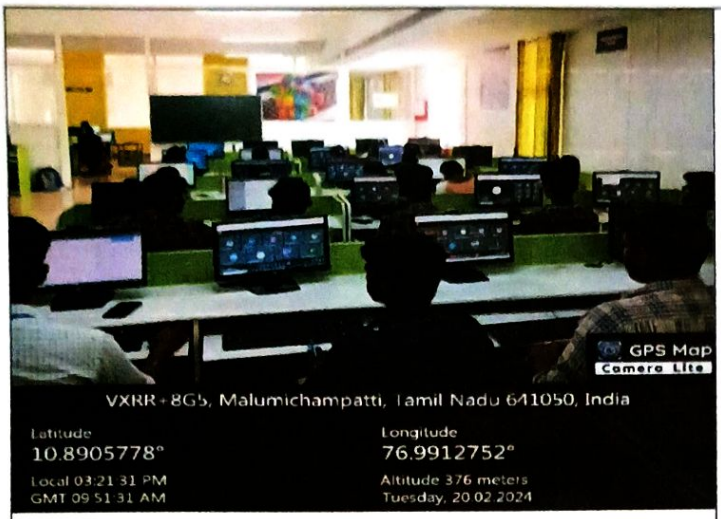
20 February 2024

Coordinators
Ms.T.Sakthi Sree - AP/IT
Ms.C.Jency - AP /IT

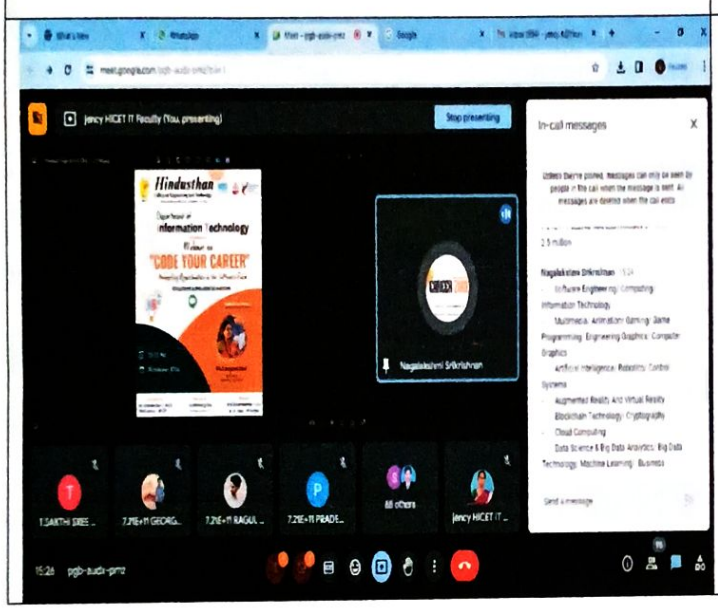
Convenor
Dr.M.Sabrigiriraj
Professor & Head / IT

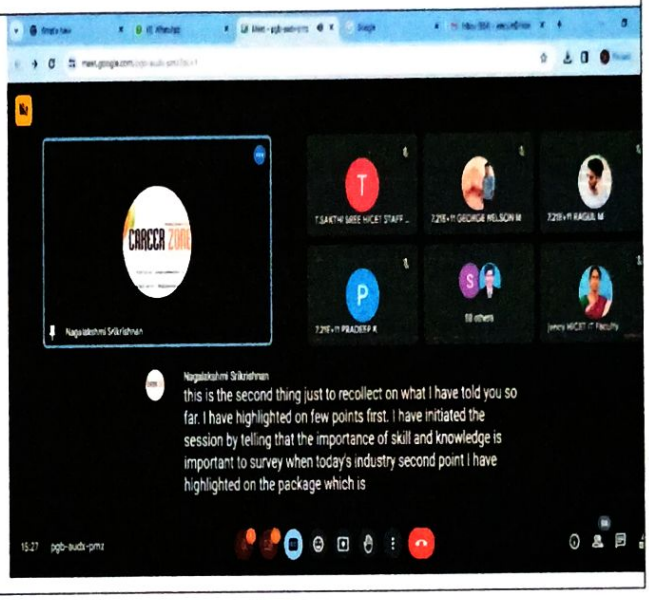
Patrons
Dr.K.Karunakaran - CEO
Dr. J. Jaya - Principal

Geo Tagged Photographs of Event – 2 Nos:









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DEPARTMENT OF INFORMATION TECHNOLOGY

WEBINAR ON CODE YOUR CAREER
Navigating Opportunities in the Software Field
ATTENDANCE SHEET-20-02-2024

S.No	Reg. No.	Name of the student	Signature
1.	720721110004	AJAYKUMAR A	
2.	720721110052	VASANTH G	
3.	720721110033	RAHUL M	
4.	720721110040	Saravana Kumar.E	
5.	720721110801	Jayasurya .S	
6.	720721110023	Niranjan.S	
7.	720721110028	Pradeep.K	
8.	720721110032	Raghul Vel Pandian.P	
9.	720721110019	Mohammed Hashir C.V	
10.	720721110020	Muhammed Mufeed.K.M	
11.	720721110049	Syed Thoufiq R	
12.	720721110037	ROHAN.R	
13.	720721110802	Kamalesh.M	
14.	720721110027	M.NITEESHKANNAN	
15.	720721110803	N.KARTHIK	
16.	720721110041	SEENU MAHESHWARAN S	
17.	720721110051	Tharan.S	
18.	720721110014	Kanishkar.P	
19.	720721110804	T.KARTHIKEYAN	
20.	720721110808	SUJITH.S	
21.	720721110039	Sampath Kumar.S	
22.	720721110047	Subish Kumar.A	

23.	720721110059	A. Vishwanathan	[signature]
24.	720721110044	Sivakumar G	G. Sivakumar
25.	720721110018	Mithun. R.L	R.L. Mithun
26.	720721110030	Praveen. k	[signature]
27.	720721110011	Harish. k	K. Harish
28.	720721110012	Harish. S	Sharish
29.	720721110008	Deepa Priyatharsini R	R. Deepa
30.	720721110031	Priyadharshini. K	K. Priyadh
31.	720721110048	Swetha. S	[signature]
32.	720721110001	Aarthi R.	R. Aarthi
33.	720721110024	NIROOPA R P	R.P. Niroopa
34.	720721110042	SHARINA. E	E. Sharina
35.	720721110005	ASHIKA. R	R. Ashika
36.	720721110025	NISHAANTHINI. M	Nishaanthini. M
37.	720721110038	Rohini. R	R.L
38.	720721110806	PARVATHI S.R	S.R. Parvathi
39.	720721110805	LAVANYA. R	Lavanya
40.	720721110121	Thanish Kumar M	M. Thanish Kumar
41.	720721110118	Sarev. S	[signature]
42.	720721110095	Muthu Kumaran. R	R. Muthu
43.	720721110115	Somesh. M	Somesh. M
44.	720721110102	Praveen. S	Alpha. S
45.	720721110112	Saravanan. E	[signature]
46.	720721110053	V. Vinoth.	V. Vinoth.
47.	720721110043	S. Shreedharan	S. Shreedharan
48.	720721110059	Arumuga Vignesh	[signature]

49.	7207211100 80	Kavinivetha . T	Kavinivetha.T
50.	7207211100 65	Dharshini . K	K.Dharshini
51.	7207211100 74	Harini . M	M.Harini
52.	7207211100 78	Kalaiselvan . A	Kalaiselvan. A.
53.	7207211100 88	Logeshwaran . S	S.Logeshwaran
54.	7207211100 75	Hemanth Rao . A	A.Hemanth Rao
55.	7207211100 69	GOWTHAM . S	S.Gowtham
56.	7207211100 76	IRSHAD . M . Y	M.Y.Irshad
57.	7207211100 72	Hari Haran . M	M.Hari Haran
58.	7207211100 70	Guru Avinash . S	S.Guru Avinash
59.	7207211100 90	Mohamad asfam . M	M.Mohamad asfam
60.	7207211100 82	Keshavan . N	N.Keshavan
61.	7207211100 83	Tiran . M	M.Tiran
62.	7207211100 64	DONA . P	P.DONA
63.	7207211100 68	George Nelson . M	M.George Nelson
64.	7207211100 61	Bagavath Greatham D.V	D.V.Bagavath Greatham
65.	7207211100 67	Dhanushpalan . S	S.Dhanushpalan
66.	7207211100 62	Balaji . R	R.Balaji
67.	7207211100 87	Logesh . B	B.Logesh
68.	7207211100 63	BharathKumaar . K	K.BharathKumaar
69.	7207211100 60	J. ARUN	J.Arun
70.	7207211100 58	Abinesh . M	M.Abinesh
71.	7207211100 81	L. Kaviya	L.Kaviya
72.	7207211100 73	P. Hari Haran	P.Hari Haran
73.	7207211100 77	G. Jayashri Hemalatha	G.Jayashri Hemalatha
74.	7207211100 66	V. Dharshini	V.Dharshini

75.	720721110085	KOWSALYA.K	Kowsalya.K
76.	720721110092	MOHAMED NAWFAL.Z	Nawf.Z.
77.	720721110093	MOHAMED SAJID	Sajid
78.	720721110107	Ranganathan C	
79.	720721110120	Swathimeena.K	
80.	720721110119	Surendar.V	Surendar
81.	720721110124	Umayal.M	Uma
82.	720721110111	S. Santhiya	S.Sas
83.	720721110002	G. Abinaya	G.Abi
84.	720721110108	M. Safika Banu	Safi.
85.	720721110117	K. Siba Sri	K.Siba S.
86.	720721110056	J. Yuvarani	J.Yuv
87.	720721110026	D. Nishanthini	D.Nishy
88.	720721110054	G. Vishalinee	G.Vishalinee
89.	720721110046	B. SriRenugadevi	B.Sri
90.	720721110009	R.DhanuSubramani	DS
91.	720721110103	S. Praveen.	S.Pra
92.	720721110113	M. Sathaiah	M.Sat
93.	720721110100	R. Pradeep Kumar	R.P.K
94.	720721110110	S. Sahil Ahmad	S.Sah
95.	720721110105	Rajesh kumar	Raj
96.	720721110096	M. Muthusamy.	M.Muth
97.	720721110114	V. Sethuraman	V.Seth
98.	720721110097	M. Mydeen	M.Myd
99.	720721110125	Venkatesh	
100.	720721110102	Raghavan.K	Raghavan

RCS

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 18-Jan-2024

To

Ms.MIRUBDUBHASHINI D,
L/137,KOOTAPALLI COLONY,
TIRUCHENGODE,
NAMAKKAL - 637214,TAMILNADU.

Dear **Ms. MIRUBDUBHASHINI D,**

OFFER OF EMPLOYMENT

We are pleased to inform you that upon satisfactory and successful completion of your internship, we intend to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED.** This offer is contingent upon your continued performance and availability of a suitable position at the time of completion of your internship.

REMUNERATION

Your annual Cost to Company will be **Rs.920000/- (RUPEES NINE LAKH TWENTY THOUSAND ONLY)** The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

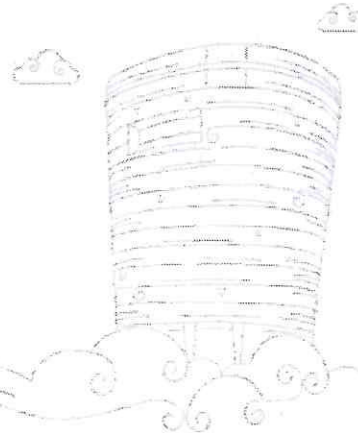
Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.



ZOHO

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be required to work in shifts (including night shifts) at any time, during the term of your employment with the company. You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.



NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **17-Feb-2024**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	18 Jan 2024
Name :	Mirubdubhashini D	Place :	Chennai

ZOHO

ANNEXURE A

NAME : MIRUBDUBHASHINI D
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	31250	375000
HRA	15625	187500
Other Allowance & Flexible component	26875	322500
Gross Salary	**73750**	**885000**
Employer Provident Fund (12% of Basic+TA)*	2916	35000
Cost To Company (CTC)	**76667**	**920000**
Prosperity Sharing Plan		120000
Compensation for the first year		**1040000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ZOHO

ANNEXURE B

The Company currently provides the following benefits to an employee:.

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.2500000/- (RUPEES TWENTY FIVE LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

Offer: Computer Consultancy
Ref: TCSL/DT20235113705/Chennai
Date: 14/07/2024

Mr. Mukesh Prakash Patturaja
3/112, 28 Perinba Nagar,
Muthiahpuram,
Thoothukudi-628005,
Tamil Nadu.
Tel# -

Dear Mukesh Prakash Patturaja,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL).You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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5. **Personal Allowance**
   You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**4,300/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**3,100/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

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You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs if any during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. **Probation Period**
   You will be on probation for three months. If your services are found to be satisfactory

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during the period of probation, your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Background Check turns out negative.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer / utilize your services to any of its offices, work sites, or associated or Affiliated companies in India or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer.The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your probation or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this offer as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality Clause shall survive the termination or earlier determination of your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

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10. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

11. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

12. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

13. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

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14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

15. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

16. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 18. Submission of documents.

18. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the

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documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.
In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

19. TCS Initial Learning Program (ILP)

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

20. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

21. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

22. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

23. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and

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specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Mukesh Prakash Patturaja**
Designation	**Systems Engineer**
Institute Name	**Hindusthan College Of Engineering And Technology**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Communication Allowance	0	0
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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CORIZO

+91 8951625839
angel@corizo.co.in
https://corizo.in
Bengaluru, Karnataka 560068

9th May, 2024

PROBATION OFFER LETTER

Dear **Subhapriyan V,**

Congratulations! We are pleased to offer you to join **Corizo Edutech**, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win : win.
Please go through the below details and let us know if you have any queries and/or acknowledge your agreement to the same.

Please find the details of your joining below:

1. **Date of Joining:** 03-06-2024
2. **Designation:** Business Development Associate.
3. **Location:** 3rd floor, VMF2+7FJ Classic Arena, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068.
4. **Compensation Offered:** Fixed CTC - INR 400,000/- plus a variable CTC of INR 250,000/- which is uncapped as of date.

Probation :

1. You will be under probation for a period of 90 days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the period of probation your monthly CTC will be INR 15,000 + incentives upto INR 10,000.

Period of Service: The minimum period of service is three (3) months from the date of enforcement of this offer letter. The minimum period of service is not negotiable. The first ten days will be on job training (OJT) which will be unpaid. Your full- time employment will be subjected to your performance during your 3 months of probation period which may result into confirmation or termination of your employment.

Benefits :
You are eligible for Annual Leave as per the company Leave Policy post your probation.

Notice Period : In case of resignation, a notice of 10 days shall be served, failure of which will lead to non - payment of dues and legal repercussions.

Acceptance and Commencement :
Your appointment will be effective on your Joining Date. If you do not confirm your acceptance per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.
To confirm your acceptance to the offer, you are required to:

- Respond via email to *angel@corizo.co.in* to communicate acceptance of the offer.
- Please note, if you do not send your acceptance to the email ID mentioned above within two (2) days of receipt of the offer, the offer will stand withdrawn.

Your employment will be contingent upon you executing an Employee Non-disclosure Agreement with the Company on the Joining Date.

Further, on the Joining Date, please bring
(i) the original and one (1) photocopy of this offer letter duly signed and dated by you,
(ii) four (4) self-photographs of passport size (with white background),
(iii) Graduation certificate- 12th/10th standard or equivalent examination marksheets.
(iii) one (1) set of photocopies of the following documents:

- Education degree certificate. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or aadhaar card.
- PAN Card.

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop /desktop) to carry out the duties on the job.

The offer under this letter is conditional upon satisfactory completion of a preemployment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter and the documents as mentioned below to <*angel@corizo.co.in*> within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

From Corizo Edutech Pvt.Ltd,

CORIZO EDUTECH BANGALORE

SUDAKSHINA DEBORAH MOSES
HR MANAGER

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as set-forth above with Corizo Edutech.

Name :

Date :

Signature : V. Subhapuriyan

CORIZO

+91 8951625839
angel@corizo.co.in
https://corizo.in
Bengaluru, Karnataka 560068

9th May, 2024

PROBATION OFFER LETTER

Dear **Ben Binu Jacob,**

Congratulations! We are pleased to offer you to join **Corizo Edutech**, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win : win.
Please go through the below details and let us know if you have any queries and/or acknowledge your agreement to the same.

Please find the details of your joining below:

1. **Date of Joining:** 03-06-2024
2. **Designation:** Business Development Associate.
3. **Location:** 3rd floor, VMF2+7FJ Classic Arena, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068.
4. **Compensation Offered:** Fixed CTC - INR 400,000/- plus a variable CTC of INR 250,000/- which is uncapped as of date.

Probation :

1. You will be under probation for a period of 90 days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the period of probation your monthly CTC will be INR 15,000 + incentives upto INR 10,000.

Period of Service: The minimum period of service is three (3) months from the date of enforcement of this offer letter. The minimum period of service is not negotiable. The first ten days will be on job training (OJT) which will be unpaid. Your full- time employment will be subjected to your performance during your 3 months of probation period which may result into confirmation or termination of your employment.

Benefits :

You are eligible for Annual Leave as per the company Leave Policy post your probation.

Notice Period : In case of resignation, a notice of 10 days shall be served, failure of which will lead to non - payment of dues and legal repercussions.

Acceptance and Commencement :

Your appointment will be effective on your Joining Date. If you do not confirm your acceptance per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.
To confirm your acceptance to the offer, you are required to:

- Respond via email to *angel@corizo.co.in* to communicate acceptance of the offer.
- Please note, if you do not send your acceptance to the email ID mentioned above within two (2) days of receipt of the offer, the offer will stand withdrawn.

Your employment will be contingent upon you executing an Employee Non-disclosure Agreement with the Company on the Joining Date.

Further, on the Joining Date, please bring
(i) the original and one (1) photocopy of this offer letter duly signed and dated by you,
(ii) four (4) self-photographs of passport size (with white background),
(iii) Graduation certificate- 12th/10th standard or equivalent examination marksheets.
(iii) one (1) set of photocopies of the following documents:

- Education degree certificate. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or aadhaar card.
- PAN Card.

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop /desktop) to carry out the duties on the job.

The offer under this letter is conditional upon satisfactory completion of a preemployment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter and the documents as mentioned below to <*angel@corizo.co.in*> within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

From Corizo Edutech Pvt.Ltd,

CORIZO EDUTECH BANGALORE

SUDAKSHINA DEBORAH MOSES
HR MANAGER

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as set-forth above with Corizo Edutech.

Name :

Date :

Signature :

CORIZO

+91 8951625839
angel@corizo.co.in
https://corizo.in
Bengaluru, Karnataka 560068

9th May, 2024

PROBATION OFFER LETTER

Dear **Anuranj Velluva,**

Congratulations! We are pleased to offer you to join **Corizo Edutech**, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win : win.
Please go through the below details and let us know if you have any queries and/or acknowledge your agreement to the same.

Please find the details of your joining below:

1. **Date of Joining:** 03-06-2024
2. **Designation:** Business Development Associate.
3. **Location:** 3rd floor, VMF2+7FJ Classic Arena, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068.
4. **Compensation Offered:** Fixed CTC - INR 400,000/- plus a variable CTC of INR 250,000/- which is uncapped as of date.

Probation :

1. You will be under probation for a period of 90 days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the period of probation your monthly CTC will be INR 15,000 + incentives upto INR 10,000.

Period of Service: The minimum period of service is three (3) months from the date of enforcement of this offer letter. The minimum period of service is not negotiable. The first ten days will be on job training (OJT) which will be unpaid. Your full- time employment will be subjected to your performance during your 3 months of probation period which may result into confirmation or termination of your employment.

Benefits :
You are eligible for Annual Leave as per the company Leave Policy post your probation.

Notice Period : In case of resignation, a notice of 10 days shall be served, failure of which will lead to non - payment of dues and legal repercussions.

Acceptance and Commencement :
Your appointment will be effective on your Joining Date. If you do not confirm your acceptance per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.
To confirm your acceptance to the offer, you are required to:

- Respond via email to *angel@corizo.co.in* to communicate acceptance of the offer.
- Please note, if you do not send your acceptance to the email ID mentioned above within two (2) days of receipt of the offer, the offer will stand withdrawn.

Your employment will be contingent upon you executing an Employee Non-disclosure Agreement with the Company on the Joining Date.

Further, on the Joining Date, please bring
(i) the original and one (1) photocopy of this offer letter duly signed and dated by you,
(ii) four (4) self-photographs of passport size (with white background),
(iii) Graduation certificate- 12th/10th standard or equivalent examination marksheets.
(iii) one (1) set of photocopies of the following documents:

- Education degree certificate. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or aadhaar card.
- PAN Card.

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop /desktop) to carry out the duties on the job.

The offer under this letter is conditional upon satisfactory completion of a preemployment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter and the documents as mentioned below to <*angel@corizo.co.in*> within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

From Corizo Edutech Pvt.Ltd,

CORIZO EDUTECH BANGALORE

SUDAKSHINA DEBORAH MOSES
HR MANAGER

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as set-forth above with Corizo Edutech.

Name :

Date :

Signature :

CORIZO

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angel@corizo.co.in
https://corizo.in
Bengaluru, Karnataka 560068

9th May, 2024

PROBATION OFFER LETTER

Dear **Santhosh Kumar K,**

Congratulations! We are pleased to offer you to join **Corizo Edutech**, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win : win.
Please go through the below details and let us know if you have any queries and/or acknowledge your agreement to the same.

Please find the details of your joining below:

1. **Date of Joining:** 03-06-2024
2. **Designation:** Business Development Associate.
3. **Location:** 3rd floor, VMF2+7FJ Classic Arena, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068.
4. **Compensation Offered:** Fixed CTC - INR 400,000/- plus a variable CTC of INR 250,000/- which is uncapped as of date.

Probation :

1. You will be under probation for a period of 90 days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the period of probation your monthly CTC will be INR 15,000 + incentives upto INR 10,000.

Period of Service: The minimum period of service is three (3) months from the date of enforcement of this offer letter. The minimum period of service is not negotiable. The first ten days will be on job training (OJT) which will be unpaid. Your full- time employment will be subjected to your performance during your 3 months of probation period which may result into confirmation or termination of your employment.

Benefits :
You are eligible for Annual Leave as per the company Leave Policy post your probation.

Notice Period : In case of resignation, a notice of 10 days shall be served, failure of which will lead to non - payment of dues and legal repercussions.

Acceptance and Commencement :
Your appointment will be effective on your Joining Date. If you do not confirm your acceptance per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.
To confirm your acceptance to the offer, you are required to:

- Respond via email to *angel@corizo.co.in* to communicate acceptance of the offer.
- Please note, if you do not send your acceptance to the email ID mentioned above within two (2) days of receipt of the offer, the offer will stand withdrawn.

Your employment will be contingent upon you executing an Employee Non-disclosure Agreement with the Company on the Joining Date.

Further, on the Joining Date, please bring
(i) the original and one (1) photocopy of this offer letter duly signed and dated by you,
(ii) four (4) self-photographs of passport size (with white background),
(iii) Graduation certificate- 12th/10th standard or equivalent examination marksheets.
(iii) one (1) set of photocopies of the following documents:

- Education degree certificate. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or aadhaar card.
- PAN Card.

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop /desktop) to carry out the duties on the job.

The offer under this letter is conditional upon satisfactory completion of a preemployment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter and the documents as mentioned below to <*angel@corizo.co.in*> within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

From Corizo Edutech Pvt.Ltd,

CORIZO EDUTECH BANGALORE

SUDAKSHINA DEBORAH MOSES
HR MANAGER

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as set-forth above with Corizo Edutech.

Name :

Date :

Signature :

CORIZO

+91 8951625839
angel@corizo.co.in
https://corizo.in
Bengaluru, Karnataka 560068

9th May, 2024

PROBATION OFFER LETTER

Dear **Sheik Dawood B,**

Congratulations! We are pleased to offer you to join **Corizo Edutech**, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win : win.
Please go through the below details and let us know if you have any queries and/or acknowledge your agreement to the same.

Please find the details of your joining below:

1. **Date of Joining:** 03-06-2024
2. **Designation:** Business Development Associate.
3. **Location:** 3rd floor, VMF2+7FJ Classic Arena, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068.
4. **Compensation Offered:** Fixed CTC - INR 400,000/- plus a variable CTC of INR 250,000/- which is uncapped as of date.

Probation :

1. You will be under probation for a period of 90 days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the period of probation your monthly CTC will be INR 15,000 + incentives upto INR 10,000.

Period of Service: The minimum period of service is three (3) months from the date of enforcement of this offer letter. The minimum period of service is not negotiable. The first ten days will be on job training (OJT) which will be unpaid. Your full- time employment will be subjected to your performance during your 3 months of probation period which may result into confirmation or termination of your employment.

Benefits :
You are eligible for Annual Leave as per the company Leave Policy post your probation.

Notice Period : In case of resignation, a notice of 10 days shall be served, failure of which will lead to non - payment of dues and legal repercussions.

Acceptance and Commencement :
Your appointment will be effective on your Joining Date. If you do not confirm your acceptance per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.
To confirm your acceptance to the offer, you are required to:

- Respond via email to *angel@corizo.co.in* to communicate acceptance of the offer.
- Please note, if you do not send your acceptance to the email ID mentioned above within two (2) days of receipt of the offer, the offer will stand withdrawn.

Your employment will be contingent upon you executing an Employee Non-disclosure Agreement with the Company on the Joining Date.

Further, on the Joining Date, please bring
(i) the original and one (1) photocopy of this offer letter duly signed and dated by you,
(ii) four (4) self-photographs of passport size (with white background),
(iii) Graduation certificate- 12th/10th standard or equivalent examination marksheets.
(iii) one (1) set of photocopies of the following documents:

- Education degree certificate. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or aadhaar card.
- PAN Card.

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop /desktop) to carry out the duties on the job.

The offer under this letter is conditional upon satisfactory completion of a preemployment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter and the documents as mentioned below to <*angel@corizo.co.in*> within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

From Corizo Edutech Pvt.Ltd,

CORIZO EDUTECH BANGALORE

SUDAKSHINA DEBORAH MOSES
HR MANAGER

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as set-forth above with Corizo Edutech.

Name :

Date :

Signature :

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8921 **Date : 21-January-2024**

Dear **Angel Jeba R** ,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:  _____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10th/12th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8836 **Date : 21-January-2024**

Dear **Nandhakumar S** ,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8934 **Date : 21-January-2024**

Dear **Aakash S**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)
Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:  _____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10th/12th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8903 **Date : 21-January-2024**

Dear **Adithya Saju** ,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8942 **Date : 21-January-2024**

Dear **Arul S**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

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▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8922 **Date : 21-January-2024**

Dear **Jeeva K**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)
Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

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▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:  _____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: ● 10th standard or equivalent examination. ● 12th standard or equivalent ● Graduation ● Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10th/12th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8849 **Date : 21-January-2024**

Dear **Monica P**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

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▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Monika P _____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8904 **Date : 21-January-2024**

Dear **Moni Sri R**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

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Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Monisri R _____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10th/12th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8845 **Date : 21-January-2024**

Dear **Ragunath E**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Rajnath. E _____ DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8865 **Date : 21-January-2024**

Dear **S. Rajesh**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)
Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:  _____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8916 **Date : 21-January-2024**

Dear **Ramya Y**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)
Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

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▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Ramya.Y _____ DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8825 **Date : 21-January-2024**

Dear **Sanjai R**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)
Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

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▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Sanjeevi. R _____ DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8920 **Date : 21-January-2024**

Dear **Selvadharshini R** ,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)
Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

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▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:  _____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM9055 **Date : 24-January-2024**

Dear **SRI HARISH BALAJI R,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **07-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 07-February-2024

Training Period : **07-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **07-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

hr@academor.com
+918310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

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▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:  _____ DATE:_____

(Candidate's Signature)

ANNEXURE

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1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM9056 **Date : 24-January-2024**

Dear **SUDHARSHAN B,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **07-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 07-February-2024

Training Period : **07-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **07-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

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▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

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1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
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4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM8919 **Date : 21-January-2024**

Dear **Vijusha.R**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **7-February-2024.**

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 7-February-2024

Training Period : **7-February-2024 to 16-February-2024 - (Unpaid)**
On the Job Training Start Date: **17-February-2024**
On the Job Training End Date: **16-August-2024**
Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 LPA** after completion of **On the Job Training Period.**
I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **7-February-2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)
Training Policy

hr@academor.com
+91 8310181740

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)

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▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination. • 12th standard or equivalent • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10th/12th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 18-Jan-2024

To

Mr.DIWAKAR R,
2/1016, 3rd South
MAHALAKSHMI NAGAR ,
TIRUPUR,
NAMAKKAL-641664,
TAMIL NADU.

Dear **Mr. DIWAKAR R,**

OFFER OF EMPLOYMENT

We are pleased to inform you that upon satisfactory and successful completion of your internship, we intend to offer you employment for the position **TECHNICAL CONSULTANT** with **ZOHO CORPORATION PRIVATE LIMITED.** This offer is contingent upon your continued performance and availability of a suitable position at the time of completion of your internship.

REMUNERATION

Your annual Cost to Company will be **Rs.480000/- (RUPEES FOUR LAKH EIGHTY THOUSAND ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ZOHO

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be required to work in shifts (including night shifts) at any time, during the term of your employment with the company. You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

ZOHO

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **17-Feb-2024**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:	Diwakar R	Date of Offer acceptance:	18 Jan 2024
Name :	Diwakar R	Place :	Chennai

ZOHO

ANNEXURE A

NAME : DIWAKAR R
DESIGNATION : TECHNICAL CONSULTANT

Details	Monthly	Annual
Basic	16000	192000
HRA	8000	96000
Other Allowance & Flexible component	14080	168960
Gross Salary	**38080**	**456960**
Employer Provident Fund (12% of Basic+TA)*	1920	23040
Cost To Company (CTC)	**40000**	**480000**
Prosperity Sharing Plan		80000
Compensation for the first year		**560000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ZOHO

ANNEXURE B

The Company currently provides the following benefits to an employee:.

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.2500000/- (RUPEES TWENTY FIVE LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

12th June 2024

Mr. Maheswaran S,
Chennai.

Letter of Offer

Dear Maheswaran S,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1) Designation:	**IT Trainee / (Global Title: InP - IT Trainee)**
2) Place of Posting:	FIS Global Business Solutions India Private Limited 7th &3rd, Floor, Block C, Ambit IT Park, Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd, Chennai, Tamil Nadu 600058
3) Date of Joining	**27th June 2024**
4) Compensation & Benefits	Annual Fixed Pay : **Rs. 465,116 /-** Performance- Pay : **Rs. 34,884 /-** **Total Compensation(TC): Rs. 500,000 /-** (Break up of above Compensation details are provided in Annexure 1)
5) Background Checks	Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
6) Confidentiality	You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
7) Notice Period:	Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
8) Probation period:	You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.
A detailed Appointment Letter will be issued to you soon after you have joined the Company.
We request you to submit

1) The documents listed in **Annexure 2** at the time of acceptance of offer.
2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely

Amol Gupta
Regional TPO Lead – India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Maheswaran S

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE - Compensation and Benefits

Name: **Maheswaran S** **w.e.f.** **27-Jun-24**

FIXED PAY

Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan^	13,633	163,592
Employer's contribution to Provident Fund	1,862	22,344
BASE PAY (FIXED PAY)	**38,760**	**465,116**
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		**500,000**

ANNUAL BENEFITS

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	8,953
Premium paid by the employer for Group Health Medical Insurance**	13,827
COST TO COMPANY (CTC)	**522,780**

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

^ Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager

Signature of Signing Authority **Signature of Associate**

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 2

Dear Maheswaran S,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ **SSLC certificate & Mark sheets**
- ✓ **HSC certificate & Mark sheets**
- ✓ **Graduation certificate & Mark sheets**
- ✓ **Post-Graduation certificate & Mark sheets**
- ✓ **Other Courses certificate & Mark sheets**

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ **Experience Letter/Relieving Letters from last two organization(s)**
- ✓ **Current Company appointment letter**
- ✓ **Latest 3 months Salary Slips**

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ **Ration Card**
- ✓ **Passport copy**
- ✓ **Utility Bills**

[E] Proof of Date of Birth (Any of the following)

- ✓ **Birth Certificate**
- ✓ **School Leaving Certificate**
- ✓ **Passport copy**

[F] Photo ID proof (Any of the following)

- ✓ **Passport copy**
- ✓ **Driver's License**
- ✓ **Pan Card**

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 3

Dear Maheswaran S,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **27th June 2024 at 9.30 AM).**

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

12th June 2024

Mr. Sivasundaresan S,
Chennai.

Letter of Offer

Dear Sivasundaresan S,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1) Designation:	**IT Trainee / (Global Title: InP - IT Trainee)**
2) Place of Posting:	FIS Global Business Solutions India Private Limited 7th &3rd, Floor, Block C, Ambit IT Park, Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd, Chennai, Tamil Nadu 600058
3) Date of Joining	**27th June 2024**
4) Compensation & Benefits	Annual Fixed Pay : **Rs. 465,116 /-** Performance- Pay : **Rs. 34,884 /-** **Total Compensation(TC): Rs. 500,000 /-** (Break up of above Compensation details are provided in Annexure 1)
5) Background Checks	Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
6) Confidentiality	You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
7) Notice Period:	Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
8) Probation period:	You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.
A detailed Appointment Letter will be issued to you soon after you have joined the Company.
We request you to submit

1) The documents listed in **Annexure 2** at the time of acceptance of offer.
2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely

Amol Gupta
Regional TPO Lead – India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Sivasundaresan S

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE - Compensation and Benefits

Name: **Sivasundaresan S** **w.e.f.** **27-Jun-24**

FIXED PAY

Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan^	13,633	163,592
Employer's contribution to Provident Fund	1,862	22,344
BASE PAY (FIXED PAY)	**38,760**	**465,116**
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		**500,000**

ANNUAL BENEFITS

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	8,953
Premium paid by the employer for Group Health Medical Insurance**	13,827
COST TO COMPANY (CTC)	**522,780**

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

^ Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager

Signature of Signing Authority **Signature of Associate**

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 2

Dear Sivasundaresan S,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ **SSLC certificate & Mark sheets**
- ✓ **HSC certificate & Mark sheets**
- ✓ **Graduation certificate & Mark sheets**
- ✓ **Post-Graduation certificate & Mark sheets**
- ✓ **Other Courses certificate & Mark sheets**

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ **Experience Letter/Relieving Letters from last two organization(s)**
- ✓ **Current Company appointment letter**
- ✓ **Latest 3 months Salary Slips**

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ **Ration Card**
- ✓ **Passport copy**
- ✓ **Utility Bills**

[E] Proof of Date of Birth (Any of the following)

- ✓ **Birth Certificate**
- ✓ **School Leaving Certificate**
- ✓ **Passport copy**

[F] Photo ID proof (Any of the following)

- ✓ **Passport copy**
- ✓ **Driver's License**
- ✓ **Pan Card**

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 3

Dear Sivasundaresan S,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **27th June 2024 at 9.30 AM).**

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

12th June 2024

Mr. Suriya T,
Chennai.

Letter of Offer

Dear Suriya T,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1) Designation:	**IT Trainee / (Global Title: InP - IT Trainee)**
2) Place of Posting:	FIS Global Business Solutions India Private Limited 7th &3rd, Floor, Block C, Ambit IT Park, Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd, Chennai, Tamil Nadu 600058
3) Date of Joining	**27th June 2024**
4) Compensation & Benefits	Annual Fixed Pay : **Rs. 465,116 /-** Performance- Pay : **Rs. 34,884 /-** **Total Compensation(TC): Rs. 500,000 /-** (Break up of above Compensation details are provided in Annexure 1)
5) Background Checks	Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
6) Confidentiality	You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
7) Notice Period:	Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
8) Probation period:	You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.
A detailed Appointment Letter will be issued to you soon after you have joined the Company.
We request you to submit

1) The documents listed in **Annexure 2** at the time of acceptance of offer.
2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely

Amol Gupta
Regional TPO Lead – India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Suriya T

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE - Compensation and Benefits

Name: Suriya T **w.e.f.** 27-Jun-24

FIXED PAY

Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan^	13,633	163,592
Employer's contribution to Provident Fund	1,862	22,344
BASE PAY (FIXED PAY)	**38,760**	**465,116**
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		**500,000**

ANNUAL BENEFITS

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	8,953
Premium paid by the employer for Group Health Medical Insurance**	13,827
COST TO COMPANY (CTC)	**522,780**

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

^ Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager

Signature of Signing Authority **Signature of Associate**

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 2

Dear Suriya T,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ **SSLC certificate & Mark sheets**
- ✓ **HSC certificate & Mark sheets**
- ✓ **Graduation certificate & Mark sheets**
- ✓ **Post-Graduation certificate & Mark sheets**
- ✓ **Other Courses certificate & Mark sheets**

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ **Experience Letter/Relieving Letters from last two organization(s)**
- ✓ **Current Company appointment letter**
- ✓ **Latest 3 months Salary Slips**

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ **Ration Card**
- ✓ **Passport copy**
- ✓ **Utility Bills**

[E] Proof of Date of Birth (Any of the following)

- ✓ **Birth Certificate**
- ✓ **School Leaving Certificate**
- ✓ **Passport copy**

[F] Photo ID proof (Any of the following)

- ✓ **Passport copy**
- ✓ **Driver's License**
- ✓ **Pan Card**

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.

FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 3

Dear Suriya T,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **27th June 2024 at 9.30 AM).**

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

MR. SATHISH M

November 9th, 2023

1/82 Beemandapalli vill & post
Krishnagiri - 635115

Greetings!

Following our recent discussions, we are pleased to extend to you a **Full-time position** as **Software Engineer** at **Teckas Technologies Pvt. Ltd**., effective starting **June 7th 2024**.

In this role, you will receive a fixed monthly compensation of **Rs.41,250-/(INR Forty One Thousand Two Hundred Fifty Only)**

Your employment with us will be governed by the terms and conditions outlined in the attached Terms and Conditions document, along with successful completion of any required reference and background checks. Together, this letter and the Terms and Conditions form the employment contract between you and Teckas Technologies.

Based on your performance during your internship and our assessment, we have recognized your skills and potential. We are excited to bring you onboard as a full-time member of our team. Your prior internship experience with us will serve as a foundation for your career development at Teckas Technologies, guiding your progression and growth within the organization.

We warmly welcome you as a full-time member of the Teckas family and look forward to a long and mutually rewarding association.
Best wishes for your future with us!
Sincerely,

For **Teckas Technologies Pvt. Ltd.,**

Monish Muralidharan
Cofounder

Sathish.m

Terms and Conditions:

1. Acceptance of this offer is an acknowledgment of strict adherence to confidentiality terms and other policies as per Teckas's employee code of conduct and values.
2. Office Working Days, Monday to Friday
3. We have a distributed team and work remotely. However, if things change in the future, you are expected to come to our office.
4. Our termination notice period is 1 month for both employer and employee unless the employee is found in violation of the employee code of conduct in which case termination will be immediate without any notice period
5. We are an equal-opportunity employer. We respect and encourage diversity in all aspects.

Code of Conduct:

1. Intellectual Property Protection - Any work, project, or task completed while being employed with the company is completely owned by the company, and the employee cannot claim any rights on ownership of said work.
2. Full-time employment - Unless approved in writing by the company, no employee of Teckas is authorized to work with any other employer part-time or full-time Consulting, and Freelance activities are not permitted either.
3. Third-Party Agreements - All vendors, suppliers, and contractors shall be approved per the company's rules, regulations, and processes. Any conflict of interest must be reported before the signing of the contract.
4. Conflict of Interest - Actual or perceived conflict of interest, or any activity by any third party that may be construed as illegal or unethical must be reported immediately.
5. Misrepresentation - If the information provided during recruitment is found to be deceitful or incorrect, it will be grounds for immediate termination from employment.

MAHAT

OFFER LETTER

5th February , 2024

To,
Mr. Keerthiragavan M
Samandaalli, Elavadai,
Dharmapuri,
Harur -635305

Dear Mr.Keerthiragavan M

On behalf of Mahat Labs Private Limited., **("Company")**, it is our pleasure to confirm our offer to you as (**"Systems Engineer").** Your offer is subject to you being agreeable to all the terms and conditions of this offer letter and being medically fit at the time of joining the Company.

Your duties and obligations with respect to the employment will commence from 7th February,2024 (**Joining Date").** Please report to the Company on the Joining Date at the Address: No58/1, 4th Cross Street, Meena Estate, Sowripalayam Post, Coimbatore-641208 for the commencement of your duties. You are requested to submit the documents as provided under **Annexure A** at the time of joining.

We are pleased to appoint you on the following terms & conditions:
Designation : SYSTEMS ENGINEER
Compensation : INR 4,94,000/-

Probation & Confirmation: You will be on probation for **three months ("Probation Period")**. The Company, based on your performance, could extend or shorten the Probation Period at its sole discretion. Your growth in terms of role, compensation etc., in the Company will solely be based on your performance. You will be on probation until your successful completion of the Probation Period is confirmed in writing.

Full time Work: You shall be in whole time Internship with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

Your appointment and continued Internship at the Company are conditional upon verification of your application materials, education . Your Internship is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer). It is your responsibility to notify the Company of any changes in your personal information within **five** working days. If any information furnished by you in your application for Internship or during the selection process or post confirmation of this offer letter is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications, the Company may terminate your services without notice or compensation.

Office Timings & Days: Your working hours will be from **9AM to 6PM**. Your work timings might vary if you are working for a client. However, we expect due flexibility to meet work demands by putting extra hours of efforts if required. Your working days will be from Monday to Saturday.

Notice Period: The Company may terminate this Internship during Probation Period, without cause, with immediate effect as it may deem fit. You will not be entitled to any severance payment as a consequence of termination of Internship during the Probation Period. You are required to give 15 Days' notice in writing of your intention to discontinue your Internship with the Company during your Probation Period. The notice period to be provided by both you and the company shall be 15 Days (or pay in lieu thereof) after the confirmation of your services. The Company may, at its sole discretion, reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period. In the event of unauthorized absence for 5 days or more without prior permission from the Company, you shall be deemed to have absconded and the Company may terminate your services with immediate effect.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your internship without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential, and we request you to use discretion in handling your compensation-related information. As a Company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company. You shall not divulge, communicate any information or trade secret which you may come to possess as a result of your Internship with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity.

In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by 9th February,2024 failing which the offer shall stand withdrawn.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of Internship with us will be long, pleasant and of mutual benefit.

Sincerely,



Sinduja Madhusudhanan
HR Manager
Mahat Labs Private Limited

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, _____ hereby read and understood the above-mentioned terms and conditions (including terms and conditions of the annexure) and hereby accept the appointment with Mahat Labs Private Limited.



Signature **Name** **Date**

MAHAT

Annexure A

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- **Degree/Semester Marks Cards for all courses pursued (full time / distance learning)**
- **Proof of present and permanent residence address**
- **Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)**
- **PAN Card**
- **Aadhar Card/Passport**
- **2 Passport size photographs**

MAHAT

OFFER LETTER

5th February , 2024

To,
Ms. Aruna Devi A
No:2/126, Andiyagodanur,
Udumalpet.

Dear Ms.Aruna Devi A

On behalf of Mahat Labs Private Limited., **("Company")**, it is our pleasure to confirm our offer to you as (**"Systems Engineer").** Your offer is subject to you being agreeable to all the terms and conditions of this offer letter and being medically fit at the time of joining the Company.

Your duties and obligations with respect to the employment will commence from 7th February,2024 (**Joining Date").** Please report to the Company on the Joining Date at the Address: No58/1, 4th Cross Street, Meena Estate, Sowripalayam Post, Coimbatore-641208 for the commencement of your duties. You are requested to submit the documents as provided under **Annexure A** at the time of joining.

We are pleased to appoint you on the following terms & conditions:
Designation : SYSTEMS ENGINEER
Compensation : INR 4,94,000/-

Probation & Confirmation: You will be on probation for **three months ("Probation Period")**. The Company, based on your performance, could extend or shorten the Probation Period at its sole discretion. Your growth in terms of role, compensation etc., in the Company will solely be based on your performance. You will be on probation until your successful completion of the Probation Period is confirmed in writing.

Full time Work: You shall be in whole time Internship with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

Your appointment and continued Internship at the Company are conditional upon verification of your application materials, education . Your Internship is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer). It is your responsibility to notify the Company of any changes in your personal information within **five** working days. If any information furnished by you in your application for Internship or during the selection process or post confirmation of this offer letter is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications, the Company may terminate your services without notice or compensation.

Office Timings & Days: Your working hours will be from **9AM to 6PM**. Your work timings might vary if you are working for a client. However, we expect due flexibility to meet work demands by putting extra hours of efforts if required. Your working days will be from Monday to Saturday.

Notice Period: The Company may terminate this Internship during Probation Period, without cause, with immediate effect as it may deem fit. You will not be entitled to any severance payment as a consequence of termination of Internship during the Probation Period. You are required to give 15 Days' notice in writing of your intention to discontinue your Internship with the Company during your Probation Period. The notice period to be provided by both you and the company shall be 15 Days (or pay in lieu thereof) after the confirmation of your services. The Company may, at its sole discretion, reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period. In the event of unauthorized absence for 5 days or more without prior permission from the Company, you shall be deemed to have absconded and the Company may terminate your services with immediate effect.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your internship without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential, and we request you to use discretion in handling your compensation-related information. As a Company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company. You shall not divulge, communicate any information or trade secret which you may come to possess as a result of your Internship with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity.

In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by 9th February,2024 failing which the offer shall stand withdrawn.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of Internship with us will be long, pleasant and of mutual benefit.

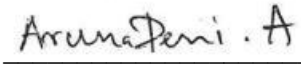
Sincerely,



Sinduja Madhusudhanan
HR Manager
Mahat Labs Private Limited

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, _____ hereby read and understood the above-mentioned terms and conditions (including terms and conditions of the annexure) and hereby accept the appointment with Mahat Labs Private Limited.



Signature **Name** **Date**

MAHAT

Annexure A

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- **Degree/Semester Marks Cards for all courses pursued (full time / distance learning)**
- **Proof of present and permanent residence address**
- **Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)**
- **PAN Card**
- **Aadhar Card/Passport**
- **2 Passport size photographs**

MAHAT LABS PRIVATE LIMITED
(Formerly known as CRAFTMYAPP TECHNOLOGIES PRIVATE LIMITED)
CIN: U72900TZ2020PTC034066
Reg. Off: 36, Kaleedas Road, Ram Nagar,
Coimbatore Tamil Nadu-641009
Contact: +91-7539943579 | Email: ananth@mahat.us

MAHAT

OFFER LETTER

5th February , 2024

To,
Mr. Dharul Arkkam S
No:6/152, kannanur,
Mariamman Temple,
Yercad, Salem.

Dear Mr.Dharul Arkkam S

On behalf of Mahat Labs Private Limited., **("Company")**, it is our pleasure to confirm our offer to you as (**"Systems Engineer").** Your offer is subject to you being agreeable to all the terms and conditions of this offer letter and being medically fit at the time of joining the Company.

Your duties and obligations with respect to the employment will commence from 7th February,2024 (**Joining Date").** Please report to the Company on the Joining Date at the Address: No58/1, 4th Cross Street, Meena Estate, Sowripalayam Post, Coimbatore-641208 for the commencement of your duties. You are requested to submit the documents as provided under **Annexure A** at the time of joining.

We are pleased to appoint you on the following terms & conditions:
Designation : SYSTEMS ENGINEER
Compensation : INR 4,94,000/-

Probation & Confirmation: You will be on probation for **three months ("Probation Period")**. The Company, based on your performance, could extend or shorten the Probation Period at its sole discretion. Your growth in terms of role, compensation etc., in the Company will solely be based on your performance. You will be on probation until your successful completion of the Probation Period is confirmed in writing.

Full time Work: You shall be in whole time Internship with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

Your appointment and continued Internship at the Company are conditional upon verification of your application materials, education . Your Internship is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer). It is your responsibility to notify the Company of any changes in your personal information within **five** working days. If any information furnished by you in your application for Internship or during the selection process or post confirmation of this offer letter is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications, the Company may terminate your services without notice or compensation.

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Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your internship without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential, and we request you to use discretion in handling your compensation-related information. As a Company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company. You shall not divulge, communicate any information or trade secret which you may come to possess as a result of your Internship with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity.

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It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by 9th February,2024 failing which the offer shall stand withdrawn.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of Internship with us will be long, pleasant and of mutual benefit.

Sincerely,



Sinduja Madhusudhanan
HR Manager
Mahat Labs Private Limited

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, _____ hereby read and understood the above-mentioned terms and conditions (including terms and conditions of the annexure) and hereby accept the appointment with Mahat Labs Private Limited.



Signature **Name** **Date**

MAHAT

Annexure A

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- **Degree/Semester Marks Cards for all courses pursued (full time / distance learning)**
- **Proof of present and permanent residence address**
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- **PAN Card**
- **Aadhar Card/Passport**
- **2 Passport size photographs**

MAHAT LABS PRIVATE LIMITED
(Formerly known as CRAFTMYAPP TECHNOLOGIES PRIVATE LIMITED)
CIN: U72900TZ2020PTC034066
Reg. Off: 36, Kaleedas Road, Ram Nagar,
Coimbatore Tamil Nadu-641009
Contact: +91-7539943579 | Email: ananth@mahat.us

MAHAT

OFFER LETTER

5th February , 2024

To,
Mr. Ramesh Kumar S
1/170, Pochampalli,
Santhur(post),
Krishnagiri -635206

Dear Mr.Ramesh Kumar S

On behalf of Mahat Labs Private Limited., **("Company")**, it is our pleasure to confirm our offer to you as (**"Systems Engineer").** Your offer is subject to you being agreeable to all the terms and conditions of this offer letter and being medically fit at the time of joining the Company.

Your duties and obligations with respect to the employment will commence from 7th February,2024 (**Joining Date").** Please report to the Company on the Joining Date at the Address: No58/1, 4th Cross Street, Meena Estate, Sowripalayam Post, Coimbatore-641208 for the commencement of your duties. You are requested to submit the documents as provided under **Annexure A** at the time of joining.

We are pleased to appoint you on the following terms & conditions:
Designation : SYSTEMS ENGINEER
Compensation : INR 4,94,000/-

Probation & Confirmation: You will be on probation for **three months ("Probation Period")**. The Company, based on your performance, could extend or shorten the Probation Period at its sole discretion. Your growth in terms of role, compensation etc., in the Company will solely be based on your performance. You will be on probation until your successful completion of the Probation Period is confirmed in writing.

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Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential, and we request you to use discretion in handling your compensation-related information. As a Company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company. You shall not divulge, communicate any information or trade secret which you may come to possess as a result of your Internship with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity.

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We take great pleasure in welcoming you to our organization and sincerely hope that your period of Internship with us will be long, pleasant and of mutual benefit.

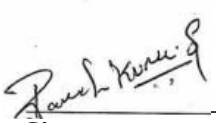
Sincerely,



Sinduja Madhusudhanan
HR Manager
Mahat Labs Private Limited

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, _____ hereby read and understood the above-mentioned terms and conditions (including terms and conditions of the annexure) and hereby accept the appointment with Mahat Labs Private Limited.



Signature **Name** **Date**

MAHAT

Annexure A

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- **Proof of present and permanent residence address**
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- **PAN Card**
- **Aadhar Card/Passport**
- **2 Passport size photographs**

MAHAT

OFFER LETTER

5th February , 2024

To,
Mr. Shemi Shelton S J
6th street,Ezhil nagar,
Begapalli , Hosur,
Krishnagiri.

Dear Mr.ShemiShelton S J

On behalf of Mahat Labs Private Limited., **("Company")**, it is our pleasure to confirm our offer to you as (**"Systems Engineer").** Your offer is subject to you being agreeable to all the terms and conditions of this offer letter and being medically fit at the time of joining the Company.

Your duties and obligations with respect to the employment will commence from 7th February,2024 (**Joining Date").** Please report to the Company on the Joining Date at the Address: No58/1, 4th Cross Street, Meena Estate, Sowripalayam Post, Coimbatore-641208 for the commencement of your duties. You are requested to submit the documents as provided under **Annexure A** at the time of joining.

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Your appointment and continued Internship at the Company are conditional upon verification of your application materials, education . Your Internship is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer). It is your responsibility to notify the Company of any changes in your personal information within **five** working days. If any information furnished by you in your application for Internship or during the selection process or post confirmation of this offer letter is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications, the Company may terminate your services without notice or compensation.

Office Timings & Days: Your working hours will be from **9AM to 6PM**. Your work timings might vary if you are working for a client. However, we expect due flexibility to meet work demands by putting extra hours of efforts if required. Your working days will be from Monday to Saturday.

Notice Period: The Company may terminate this Internship during Probation Period, without cause, with immediate effect as it may deem fit. You will not be entitled to any severance payment as a consequence of termination of Internship during the Probation Period. You are required to give 15 Days' notice in writing of your intention to discontinue your Internship with the Company during your Probation Period. The notice period to be provided by both you and the company shall be 15 Days (or pay in lieu thereof) after the confirmation of your services. The Company may, at its sole discretion, reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period. In the event of unauthorized absence for 5 days or more without prior permission from the Company, you shall be deemed to have absconded and the Company may terminate your services with immediate effect.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your internship without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential, and we request you to use discretion in handling your compensation-related information. As a Company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company. You shall not divulge, communicate any information or trade secret which you may come to possess as a result of your Internship with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity.

In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by 9th February,2024 failing which the offer shall stand withdrawn.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of Internship with us will be long, pleasant and of mutual benefit.

Sincerely,



Sinduja Madhusudhanan
HR Manager
Mahat Labs Private Limited

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, _____ hereby read and understood the above-mentioned terms and conditions (including terms and conditions of the annexure) and hereby accept the appointment with Mahat Labs Private Limited.



Signature **Name** **Date**

MAHAT

Annexure A

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- **Degree/Semester Marks Cards for all courses pursued (full time / distance learning)**
- **Proof of present and permanent residence address**
- **Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)**
- **PAN Card**
- **Aadhar Card/Passport**
- **2 Passport size photographs**

MAHAT

OFFER LETTER

5th February , 2024

To,
Mr.Tarun R
No:123/7, Railway Station Road,
Pattukottai,
Thanjavur -614601

Dear Mr.Tarun R

On behalf of Mahat Labs Private Limited., **("Company")**, it is our pleasure to confirm our offer to you as (**"Systems Engineer").** Your offer is subject to you being agreeable to all the terms and conditions of this offer letter and being medically fit at the time of joining the Company.

Your duties and obligations with respect to the employment will commence from 7th February,2024 (**Joining Date").** Please report to the Company on the Joining Date at the Address: No58/1, 4th Cross Street, Meena Estate, Sowripalayam Post, Coimbatore-641208 for the commencement of your duties. You are requested to submit the documents as provided under **Annexure A** at the time of joining.

We are pleased to appoint you on the following terms & conditions:
Designation : SYSTEMS ENGINEER
Compensation : INR 4,94,000/-

Probation & Confirmation: You will be on probation for **three months ("Probation Period")**. The Company, based on your performance, could extend or shorten the Probation Period at its sole discretion. Your growth in terms of role, compensation etc., in the Company will solely be based on your performance. You will be on probation until your successful completion of the Probation Period is confirmed in writing.

Full time Work: You shall be in whole time Internship with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

Your appointment and continued Internship at the Company are conditional upon verification of your application materials, education . Your Internship is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer). It is your responsibility to notify the Company of any changes in your personal information within **five** working days. If any information furnished by you in your application for Internship or during the selection process or post confirmation of this offer letter is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications, the Company may terminate your services without notice or compensation.

Office Timings & Days: Your working hours will be from **9AM to 6PM**. Your work timings might vary if you are working for a client. However, we expect due flexibility to meet work demands by putting extra hours of efforts if required. Your working days will be from Monday to Saturday.

Notice Period: The Company may terminate this Internship during Probation Period, without cause, with immediate effect as it may deem fit. You will not be entitled to any severance payment as a consequence of termination of Internship during the Probation Period. You are required to give 15 Days' notice in writing of your intention to discontinue your Internship with the Company during your Probation Period. The notice period to be provided by both you and the company shall be 15 Days (or pay in lieu thereof) after the confirmation of your services. The Company may, at its sole discretion, reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period. In the event of unauthorized absence for 5 days or more without prior permission from the Company, you shall be deemed to have absconded and the Company may terminate your services with immediate effect.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your internship without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential, and we request you to use discretion in handling your compensation-related information. As a Company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company. You shall not divulge, communicate any information or trade secret which you may come to possess as a result of your Internship with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity.

In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by 9th February,2024 failing which the offer shall stand withdrawn.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of Internship with us will be long, pleasant and of mutual benefit.

Sincerely,



Sinduja Madhusudhanan
HR Manager
Mahat Labs Private Limited

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, _____ hereby read and understood the above-mentioned terms and conditions (including terms and conditions of the annexure) and hereby accept the appointment with Mahat Labs Private Limited.



Signature **Name** **Date**

MAHAT

Annexure A

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- **Degree/Semester Marks Cards for all courses pursued (full time / distance learning)**
- **Proof of present and permanent residence address**
- **Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)**
- **PAN Card**
- **Aadhar Card/Passport**
- **2 Passport size photographs**

MAHAT

OFFER LETTER

5th February , 2024

To,
Ms. Yogalakshmi V
No:34/A, Mariyamman Koil Street,
Alpet Manjakuppam,
Cuddalore -607001

Dear Ms.Yogalakshmi V

On behalf of Mahat Labs Private Limited., **("Company")**, it is our pleasure to confirm our offer to you as (**"Systems Engineer").** Your offer is subject to you being agreeable to all the terms and conditions of this offer letter and being medically fit at the time of joining the Company.

Your duties and obligations with respect to the employment will commence from 7th February,2024 (**Joining Date").** Please report to the Company on the Joining Date at the Address: No58/1, 4th Cross Street, Meena Estate, Sowripalayam Post, Coimbatore-641208 for the commencement of your duties. You are requested to submit the documents as provided under **Annexure A** at the time of joining.

We are pleased to appoint you on the following terms & conditions:
Designation : SYSTEMS ENGINEER
Compensation : INR 4,94,000/-

Probation & Confirmation: You will be on probation for **three months ("Probation Period")**. The Company, based on your performance, could extend or shorten the Probation Period at its sole discretion. Your growth in terms of role, compensation etc., in the Company will solely be based on your performance. You will be on probation until your successful completion of the Probation Period is confirmed in writing.

Full time Work: You shall be in whole time Internship with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

Your appointment and continued Internship at the Company are conditional upon verification of your application materials, education . Your Internship is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer). It is your responsibility to notify the Company of any changes in your personal information within **five** working days. If any information furnished by you in your application for Internship or during the selection process or post confirmation of this offer letter is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications, the Company may terminate your services without notice or compensation.

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Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your internship without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential, and we request you to use discretion in handling your compensation-related information. As a Company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company. You shall not divulge, communicate any information or trade secret which you may come to possess as a result of your Internship with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity.

In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by 9th February,2024 failing which the offer shall stand withdrawn.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of Internship with us will be long, pleasant and of mutual benefit.

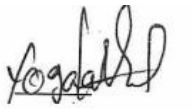
Sincerely,



Sinduja Madhusudhanan
HR Manager
Mahat Labs Private Limited

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, _____ hereby read and understood the above-mentioned terms and conditions (including terms and conditions of the annexure) and hereby accept the appointment with Mahat Labs Private Limited.



Signature **Name** **Date**

MAHAT

Annexure A

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- **Degree/Semester Marks Cards for all courses pursued (full time / distance learning)**
- **Proof of present and permanent residence address**
- **Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)**
- **PAN Card**
- **Aadhar Card/Passport**
- **2 Passport size photographs**

KBS Solutions LLC

07-Aug-2024

Offer Letter

To

Shaik Hamza M
9/14, Imambada St,
Hosur,
Krishnagiri.

Dear Shaik Hamza,

Congratulations! We are pleased to inform you that you have been selected to work for KBS Software Solutions at its (KBS Software Solutions.,M14\A , Old Temple Land Hudco , Krishnagiri, Tamil Nadu, 635 109 India).We are delighted to make you the following job offer:

Designation :	Junior Software Developer
Cost To Company Per Annum :	4,91,400/- (Rupees Four Lakh Ninety One Thousand Four Hundred Only)
Working Hours :	09.00 AM – 06.00 PM
Working Day :	Monday To Friday
Type of employment :	Permanent

KBS Software Solutions has the complete right to change on any of the above mentioned details at any time.

We would like you to commence employment with us at the earliest. There will be a probationary period of 6 Months. The notice period for both you and KBS Software Solutions is 1 Months (30 Days). The detailed appointment Letter will be provided at the time of joining.

We are confident you will be able to make a significant contribution to the success of KBS Software Solutions. We are looking forward to work with you.



Yours sincerely,

Dallas
HR Manager
hr@kbs.com
KBS Software Solutions



KBS Solutions LLC

Annexure

Name : Shaik Hamza M

Designation : Junior Software Developer

CTC : 4,91,400/-

Salary Break Up:

Item	Amount Per Month	Amount Per Year
Basic	20950	251400
HRA	6666.67	80000.04
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	10483.33	125799.96
Total CTC	**40950**	**491400**

Note:

1. You will be covered under the Employee Provident Fund Scheme from the date company's registration with EPFO is over. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and equal amount will be deducted from your salary as your contribution towards the fund.

2. TDS will be deducted as per Income Tax Rules if applicable.

KBS Solutions LLC

07-Aug-2024

Offer Letter

To

Shaik Sadam Hussain M
8/3, 51a, Imambada St,
Hosur,
Krishnagiri.

Dear Shaik Sadam Hussain,

Congratulations! We are pleased to inform you that you have been selected to work for KBS Software Solutions at its (KBS Software Solutions.,M14\A , Old Temple Land Hudco , Krishnagiri, Tamil Nadu, 635 109 India).We are delighted to make you the following job offer:

Designation :	Junior Software Developer
Cost To Company Per Annum :	4,91,400/- (Rupees Four Lakh Ninety One Thousand Four Hundred Only)
Working Hours :	09.00 AM – 06.00 PM
Working Day :	Monday To Friday
Type of employment :	Permanent

KBS Software Solutions has the complete right to change on any of the above mentioned details at any time.

We would like you to commence employment with us at the earliest. There will be a probationary period of 6 Months. The notice period for both you and KBS Software Solutions is 1 Months (30 Days). The detailed appointment Letter will be provided at the time of joining.

We are confident you will be able to make a significant contribution to the success of KBS Software Solutions. We are looking forward to work with you.



Yours sincerely,

Dallas
HR Manager
hr@kbs.com
KBS Software Solutions



KBS Solutions LLC

Annexure

Name : Shaik Sadam Hussain M

Designation : Junior Software Developer

CTC : 4,91,400/-

Salary Break Up:

Item	Amount Per Month	Amount Per Year
Basic	20950	251400
HRA	6666.67	80000.04
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	10483.33	125799.96
Total CTC	**40950**	**491400**

Note:

1. You will be covered under the Employee Provident Fund Scheme from the date company's registration with EPFO is over. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and equal amount will be deducted from your salary as your contribution towards the fund.

2. TDS will be deducted as per Income Tax Rules if applicable.

KODNEST TECHNOLOGIES PVT. LTD.
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

26/04/2024

Sub: Your Offer Confirmation for KodNest's CSR Program 2024

Aravind Subramanian N,

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a “Software Developer” under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

1. Completion of Dream Factory 2024: It's essential that you complete the Dream Factory 2024 program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest. As per discussion your annual compensation is **Rs. 4,91,000/-** CTC.

2. Adherence to KodNest Policies: You're required to comply with all KodNest policies and procedures. Failure to accept this offer within 15 days will lead to forfeiture of your seat.

3. Mandatory Participation in Training and Placement Drives: You're expected to actively participate in all training and placement opportunities. Emergencies requiring absence must be pre-approved. Non-compliance could lead to termination of this opportunity.

4. No Financial Burden: KodNest is committed to offering this program free of charge, with no hidden fees.

5. Policy Violation Consequences: Any policy violation or misconduct can lead to immediate training termination, post-investigation.

6. Training Mode Notification: We will inform you about the training mode (online/offline/hybrid) 15 days before your joining date. Remember, no pending backlogs are allowed at the time of joining.

7. Training Materials: KodNest will provide all necessary training materials, including Welcome Kits.

KodNest's CSR & Dream Factory program is an unparalleled opportunity to build a strong foundation for your future in the IT sector. We offer comprehensive learning experiences and extensive placement opportunities. Grab this chance to turn your aspirations into achievements.

Confidentiality Policy: All company-provided documents are to be kept confidential, except when seeking legal advice.

Action Required: Please sign and return a copy of this letter to confirm your acceptance.

We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!



Akash Pandey

CEO, Co-Founder

Accepted

Aravind subramanian

(Signature of the Candidate)

Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

2. One (1) passport-size photograph.

3. Copy of the PAN (permanent account number) Card, self-attested.

4. Any Govt ID Proof - One copy.

KODNEST TECHNOLOGIES PVT. LTD.
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

26/04/2024

Sub: Your Offer Confirmation for KodNest's CSR Program 2024

Benaniosam S,

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a “Software Developer” under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

1. Completion of Dream Factory 2024: It's essential that you complete the Dream Factory 2024 program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest. As per discussion your annual compensation is **Rs. 4,91,000/-** CTC.

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Action Required: Please sign and return a copy of this letter to confirm your acceptance.

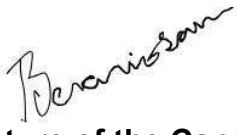
We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!



Akash Pandey

CEO, Co-Founder

Accepted



(Signature of the Candidate)

Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

2. One (1) passport-size photograph.

3. Copy of the PAN (permanent account number) Card, self-attested.

4. Any Govt ID Proof - One copy.

KODNEST TECHNOLOGIES PVT. LTD.
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

26/04/2024

Sub: Your Offer Confirmation for KodNest's CSR Program 2024

Kavin P,

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a “Software Developer” under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

1. Completion of Dream Factory 2024: It's essential that you complete the Dream Factory 2024 program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest. As per discussion your annual compensation is **Rs. 4,91,000/-** CTC.

2. Adherence to KodNest Policies: You're required to comply with all KodNest policies and procedures. Failure to accept this offer within 15 days will lead to forfeiture of your seat.

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4. No Financial Burden: KodNest is committed to offering this program free of charge, with no hidden fees.

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Action Required: Please sign and return a copy of this letter to confirm your acceptance.

We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!



Akash Pandey

CEO, Co-Founder

Accepted



(Signature of the Candidate)

Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

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KODNEST TECHNOLOGIES PVT. LTD.
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

26/04/2024

Sub: Your Offer Confirmation for KodNest's CSR Program 2024

Saravaṇa Kumar R

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a “Software Developer” under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

1. Completion of Dream Factory 2024: It's essential that you complete the Dream Factory 2024 program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest. As per discussion your annual compensation is **Rs. 4,91,000/-** CTC.

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4. No Financial Burden: KodNest is committed to offering this program free of charge, with no hidden fees.

5. Policy Violation Consequences: Any policy violation or misconduct can lead to immediate training termination, post-investigation.

6. Training Mode Notification: We will inform you about the training mode (online/offline/hybrid) 15 days before your joining date. Remember, no pending backlogs are allowed at the time of joining.

7. Training Materials: KodNest will provide all necessary training materials, including Welcome Kits.

KodNest's CSR & Dream Factory program is an unparalleled opportunity to build a strong foundation for your future in the IT sector. We offer comprehensive learning experiences and extensive placement opportunities. Grab this chance to turn your aspirations into achievements.

Confidentiality Policy: All company-provided documents are to be kept confidential, except when seeking legal advice.

Action Required: Please sign and return a copy of this letter to confirm your acceptance.

We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!

Akash Pandey
CEO, Co-Founder

Accepted



(Signature of the Candidate)

Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

2. One (1) passport-size photograph.

3. Copy of the PAN (permanent account number) Card, self-attested.

4. Any Govt ID Proof - One copy.

KODNEST TECHNOLOGIES PVT. LTD.
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

26/04/2024

Sub: Your Offer Confirmation for KodNest's CSR Program 2024

Sriram M

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a “Software Developer” under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

1. Completion of Dream Factory 2024: It's essential that you complete the Dream Factory 2024 program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest. As per discussion your annual compensation is **Rs. 4,91,000/-** CTC.

2. Adherence to KodNest Policies: You're required to comply with all KodNest policies and procedures. Failure to accept this offer within 15 days will lead to forfeiture of your seat.

3. Mandatory Participation in Training and Placement Drives: You're expected to actively participate in all training and placement opportunities. Emergencies requiring absence must be pre-approved. Non-compliance could lead to termination of this opportunity.

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Akash Pandey

CEO, Co-Founder

Accepted



(Signature of the Candidate)

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26/04/2024

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Suresh K

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Akash Pandey
CEO, Co-Founder

Accepted

k suresh

(Signature of the Candidate)

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26/04/2024

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Vinith V,

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a “Software Developer” under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

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Akash Pandey

CEO, Co-Founder

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(Signature of the Candidate)

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26/04/2024

Sub: Your Offer Confirmation for KodNest's CSR Program 2024

Subash M,

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a “Software Developer” under our CSR Program 2024. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

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Akash Pandey

CEO, Co-Founder

Accepted



(Signature of the Candidate)

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4. Any Govt ID Proof - One copy.

Dear **Babiyon Clement C**

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 7th, 2023.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 20,000 INR (Twenty Thousand Rupees only) during the internship period. After successful completion of internship, you will be provided with a salary of **Rs. 4,91,000/-** as an annual compensation.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

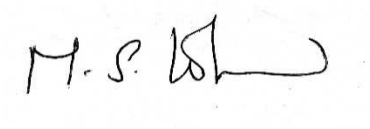
(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.

Yours sincerely,

For iQuantM Technologies Pvt Ltd,



Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: __/____/___ **Signature**Babiyon Clement C**.....**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: __/__/___ **Signature: .....**

Dear **Dheiva Brathyangra R**

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

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(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

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(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

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(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

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(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

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(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

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(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

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(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

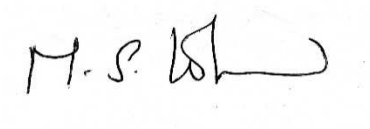
(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.

Yours sincerely,

For iQuantM Technologies Pvt Ltd,



Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: __/____/___ **Signature**Dheiva Brathyangra R**.....**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: __/__/___ **Signature: .....**

Dear **Prithviraj R**

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 7th, 2023.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 20,000 INR (Twenty Thousand Rupees only) during the internship period. After successful completion of internship, you will be provided with a salary of **Rs. 4,91,000/-** as an annual compensation.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

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9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

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(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

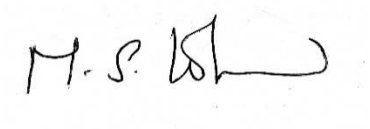
(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.

Yours sincerely,

For iQuantM Technologies Pvt Ltd,



Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: __/____/___ **Signature**  **.....**

ANNEXURE

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(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: __/__/___ **Signature: .....**

Dear **Sowbharani S**

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 7th, 2023.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

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(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

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4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

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(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

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(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

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(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

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10. Notice Period:

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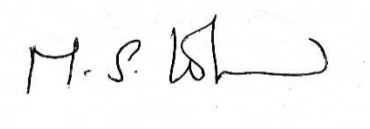
Yours sincerely,

For iQuantM Technologies Pvt Ltd,



Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: __/____/___ **Signature**Soubharani S**.....**

ANNEXURE

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(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: __/__/___ **Signature: .....**

Dear **Swathi M**

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 7th, 2023.**

2. Certificates:

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(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

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4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 20,000 INR (Twenty Thousand Rupees only) during the internship period. After successful completion of internship, you will be provided with a salary of **Rs. 4,91,000/-** as an annual compensation.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

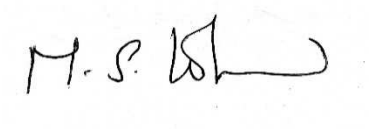
(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.

Yours sincerely,

For iQuantM Technologies Pvt Ltd,



Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: __/____/___ **Signature**Swathi M**.....**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: __/__/___ **Signature: .....**

Shia#sh
Focus on Deliverables

19th February 2024

Mr. Dharshan B

Reg.No. 20110026

Hindusthan College Of Engineering And Technology

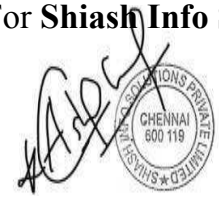
Coimbatore.

Dear Dharshan,

On behalf of **Shiash Info Solutions Private Limited**.We would like to inform you that you have been accepted as one of our interns.We are pleased to inform you that you have been qualified as per the company requirements for the internship.

Your internship will begin effectively from **February 2024 to April 2024.**You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed with stipends based on performance parameters. Once Intern got over your role will be Software Developer with an Annual Compensation of **Rs 4,90,500/-** CTC.

For **Shiash Info Solutions Private Limited**





Ashwini Kanniyappan

Manager – Human Resources

Shiash Info Solutions Private Limited

#51, Level 3, Tower C, Rattha TEK Meadows, Old Mahabalipuram Road,

Sholinganallur, Chennai – 600 119, Tamil Nadu, India

+91 8015807428 info@shiash.com

Shia#sh
Focus on Deliverables

19th February 2024

Mr. Krishnakanth S

Reg.No. 20110052

Hindusthan College Of Engineering And Technology

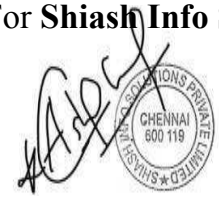
Coimbatore.

Dear Krishnakanth,

On behalf of **Shiash Info Solutions Private Limited**.We would like to inform you that you have been accepted as one of our interns.We are pleased to inform you that you have been qualified as per the company requirements for the internship.

Your internship will begin effectively from **February 2024 to April 2024.**You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed with stipends based on performance parameters. Once Intern got over your role will be Software Developer with an Annual Compensation of **Rs 4,90,500/-** CTC.

For **Shiash Info Solutions Private Limited**



Krishakanth

Ashwini Kanniyappan

Manager – Human Resources

Shiash Info Solutions Private Limited

#51, Level 3, Tower C, Rattha TEK Meadows, Old Mahabalipuram Road,

Sholinganallur, Chennai – 600 119, Tamil Nadu, India

+91 8015807428 info@shiash.com

Shia#sh
Focus on Deliverables

19th February 2024

Mr. Seenivasan T

Reg.No. 20110090

Hindusthan College Of Engineering And Technology

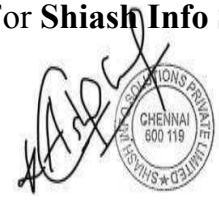
Coimbatore.

Dear Seenivasan,

On behalf of **Shiash Info Solutions Private Limited**.We would like to inform you that you have been accepted as one of our interns.We are pleased to inform you that you have been qualified as per the company requirements for the internship.

Your internship will begin effectively from **February 2024 to April 2024.**You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed with stipends based on performance parameters. Once Intern got over your role will be Software Developer with an Annual Compensation of **Rs 4,90,500/-** CTC.

For **Shiash Info Solutions Private Limited**



Seenivasan T

Ashwini Kanniyappan

Manager – Human Resources

Shiash Info Solutions Private Limited

#51, Level 3, Tower C, Rattha TEK Meadows, Old Mahabalipuram Road,

Sholinganallur, Chennai – 600 119, Tamil Nadu, India

+91 8015807428 info@shiash.com

Shia#sh
Focus on Deliverables

19th February 2024

Mr. Shivashakthikumar K A

Reg.No. 20110096

Hindusthan College Of Engineering And Technology

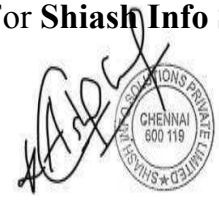
Coimbatore.

Dear Shivashakthikumar,

On behalf of **Shiash Info Solutions Private Limited**.We would like to inform you that you have been accepted as one of our interns.We are pleased to inform you that you have been qualified as per the company requirements for the internship.

Your internship will begin effectively from **February 2024 to April 2024.**You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed with stipends based on performance parameters. Once Intern got over your role will be Software Developer with an Annual Compensation of **Rs 4,90,500/-** CTC.

For **Shiash Info Solutions Private Limited**



K. A. Shivashakthy

Ashwini Kanniyappan

Manager – Human Resources

Shiash Info Solutions Private Limited

#51, Level 3, Tower C, Rattha TEK Meadows, Old Mahabalipuram Road,

Sholinganallur, Chennai – 600 119, Tamil Nadu, India

+91 8015807428 info@shiash.com

Shia#sh
Focus on Deliverables

19th February 2024

Mr. Sibin A

Reg.No. 20110097

Hindusthan College Of Engineering And Technology

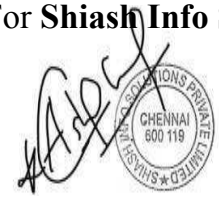
Coimbatore.

Dear Sibin,

On behalf of **Shiash Info Solutions Private Limited**.We would like to inform you that you have been accepted as one of our interns.We are pleased to inform you that you have been qualified as per the company requirements for the internship.

Your internship will begin effectively from **February 2024 to April 2024.**You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed with stipends based on performance parameters. Once Intern got over your role will be Software Developer with an Annual Compensation of **Rs 4,90,500/-** CTC.

For **Shiash Info Solutions Private Limited**





Ashwini Kanniyappan

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Sholinganallur, Chennai – 600 119, Tamil Nadu, India

+91 8015807428 info@shiash.com

SkillForge

Date: 15 April 2024
OL No: SFISI003041

Dear **Logesh C,**

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **27 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks. Your CTC will be **Rs.4,90,000/-** per annum.
3. Other Details -
    a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
    b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SkillForge

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship, a 15-day notice period will be in effect. Should you choose to leave the organization without fulfilling this notice period (from the day you communicate your exit), the company retains the right to withhold all compensation and other relevant benefits.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **16 April 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **16 April 2024** and will be reporting on **27 May 2024.**



Signature:
Date:

SkillForge

Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

1. Monthly stipend will be credited on/before 15th of every month for the previous month.
2. Stipend will be calculated based on attendance & performance during the month.
3. As an Inside Sales Intern, you will have a min sales target of 15 payments per month.
    a. If the minimum sales target is not achieved, the individual will enter a 15-day Performance Improvement Program (PIP) for refresher training.
    b. Throughout the PIP duration, the manager will assess their capabilities to identify areas for improvement and provide refresher training to enhance performance. The individual will have a minimum target of 5-8 sales during the PIP period.
    c. Upon completion of the PIP, they can jointly determine the next steps regarding internship continuation through discussion with their manager.
    d. Should they opt to continue the internship, stipend for the preceding working month and the PIP period will be settled based on performance.
    e. In the event of choosing to exit the internship, stipend for the previous working month and PIP period will be settled based on performance as part of their FnF (after 45 days from the exit date).

B. Pre-Placement Full-Time Offer

a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

SkillForge

Date: 15 April 2024
OL No: SFISI003026

Dear **Arun A,**

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **27 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks. Your CTC will be **Rs.4,90,000/-** per annum.
3. Other Details -
    a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
    b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SkillForge

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship, a 15-day notice period will be in effect. Should you choose to leave the organization without fulfilling this notice period (from the day you communicate your exit), the company retains the right to withhold all compensation and other relevant benefits.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **16 April 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **16 April 2024** and will be reporting on **27 May 2024.**



Signature:
Date:

SkillForge

Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

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B. Pre-Placement Full-Time Offer

a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

SkillForge

Date: 15 April 2024
OL No: SFISI003017

Dear **Harisharan T R,**

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **27 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks. Your CTC will be **Rs.4,90,000/-** per annum.
3. Other Details -
    a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
    b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
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It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SkillForge

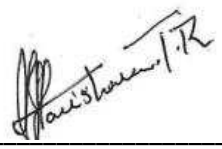
During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship, a 15-day notice period will be in effect. Should you choose to leave the organization without fulfilling this notice period (from the day you communicate your exit), the company retains the right to withhold all compensation and other relevant benefits.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **16 April 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **16 April 2024** and will be reporting on **27 May 2024.**



Signature:
Date:

SkillForge

Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

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B. Pre-Placement Full-Time Offer

a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

SkillForge

Date: 15 April 2024
OL No: SFISI003036

Dear **Karthikeyan R,**

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **27 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks. Your CTC will be **Rs.4,90,000/-** per annum.
3. Other Details -
    a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
    b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SkillForge

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship, a 15-day notice period will be in effect. Should you choose to leave the organization without fulfilling this notice period (from the day you communicate your exit), the company retains the right to withhold all compensation and other relevant benefits.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **16 April 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **16 April 2024** and will be reporting on **27 May 2024.**



Signature:
Date:

SkillForge

Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

1. Monthly stipend will be credited on/before 15th of every month for the previous month.
2. Stipend will be calculated based on attendance & performance during the month.
3. As an Inside Sales Intern, you will have a min sales target of 15 payments per month.
    a. If the minimum sales target is not achieved, the individual will enter a 15-day Performance Improvement Program (PIP) for refresher training.
    b. Throughout the PIP duration, the manager will assess their capabilities to identify areas for improvement and provide refresher training to enhance performance. The individual will have a minimum target of 5-8 sales during the PIP period.
    c. Upon completion of the PIP, they can jointly determine the next steps regarding internship continuation through discussion with their manager.
    d. Should they opt to continue the internship, stipend for the preceding working month and the PIP period will be settled based on performance.
    e. In the event of choosing to exit the internship, stipend for the previous working month and PIP period will be settled based on performance as part of their FnF (after 45 days from the exit date).

B. Pre-Placement Full-Time Offer

a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

SkillForge

Date: 15 April 2024
OL No: SFISI003030

Dear **Sathi Priya S,**

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **27 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks. Your CTC will be **Rs.4,90,000/-** per annum.
3. Other Details -
    a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
    b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SkillForge

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship, a 15-day notice period will be in effect. Should you choose to leave the organization without fulfilling this notice period (from the day you communicate your exit), the company retains the right to withhold all compensation and other relevant benefits.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **16 April 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **16 April 2024** and will be reporting on **27 May 2024.**

Sathi priya S

Signature:
Date:

SkillForge

Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

1. Monthly stipend will be credited on/before 15th of every month for the previous month.
2. Stipend will be calculated based on attendance & performance during the month.
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    b. Throughout the PIP duration, the manager will assess their capabilities to identify areas for improvement and provide refresher training to enhance performance. The individual will have a minimum target of 5-8 sales during the PIP period.
    c. Upon completion of the PIP, they can jointly determine the next steps regarding internship continuation through discussion with their manager.
    d. Should they opt to continue the internship, stipend for the preceding working month and the PIP period will be settled based on performance.
    e. In the event of choosing to exit the internship, stipend for the previous working month and PIP period will be settled based on performance as part of their FnF (after 45 days from the exit date).

B. Pre-Placement Full-Time Offer

a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

SkillForge

Date: 15 April 2024
OL No: SFISI003047

Dear **Sanjai V,**

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **27 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks. Your CTC will be **Rs.4,90,000/-** per annum.
3. Other Details -
    a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
    b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
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It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SkillForge

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship, a 15-day notice period will be in effect. Should you choose to leave the organization without fulfilling this notice period (from the day you communicate your exit), the company retains the right to withhold all compensation and other relevant benefits.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **16 April 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **16 April 2024** and will be reporting on **27 May 2024.**



Signature:
Date:

SkillForge

Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

1. Monthly stipend will be credited on/before 15th of every month for the previous month.
2. Stipend will be calculated based on attendance & performance during the month.
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    b. Throughout the PIP duration, the manager will assess their capabilities to identify areas for improvement and provide refresher training to enhance performance. The individual will have a minimum target of 5-8 sales during the PIP period.
    c. Upon completion of the PIP, they can jointly determine the next steps regarding internship continuation through discussion with their manager.
    d. Should they opt to continue the internship, stipend for the preceding working month and the PIP period will be settled based on performance.
    e. In the event of choosing to exit the internship, stipend for the previous working month and PIP period will be settled based on performance as part of their FnF (after 45 days from the exit date).

B. Pre-Placement Full-Time Offer

a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

SkillForge

Date: 15 April 2024
OL No: SFISI003021

Dear **Kishor S,**

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **27 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks. Your CTC will be **Rs.4,90,000/-** per annum.
3. Other Details -
    a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
    b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SkillForge

During your employment, you would be governed by the company policies and any other agreement that you may execute with the company from time to time. Also, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of the company. Also, you agree that upon completion of your employment, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

During your tenure here, you may create work reports, summaries, synopsis, projections among others for the company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the company. You agree not to make claims over the same and to further do all acts, deeds or things as the company may desire to enable the company to have such rights over the works and or the work products.

During your internship, a 15-day notice period will be in effect. Should you choose to leave the organization without fulfilling this notice period (from the day you communicate your exit), the company retains the right to withhold all compensation and other relevant benefits.

If the above terms and conditions are acceptable to you, please sign and return the scanned copy of this letter as a token of your acceptance on or before **16 April 2024** and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand canceled without any further information to you.

I have read and understood all the terms & conditions and I accept the offer as on **16 April 2024** and will be reporting on **27 May 2024.**



Signature:
Date:

SkillForge

Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

1. Monthly stipend will be credited on/before 15th of every month for the previous month.
2. Stipend will be calculated based on attendance & performance during the month.
3. As an Inside Sales Intern, you will have a min sales target of 15 payments per month.
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    c. Upon completion of the PIP, they can jointly determine the next steps regarding internship continuation through discussion with their manager.
    d. Should they opt to continue the internship, stipend for the preceding working month and the PIP period will be settled based on performance.
    e. In the event of choosing to exit the internship, stipend for the previous working month and PIP period will be settled based on performance as part of their FnF (after 45 days from the exit date).

B. Pre-Placement Full-Time Offer

a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

Contract Agreement

Date: 15-Aug-2024

Candidate Name: Gopi V
Job Title: Engineer

Dear Gopi V,

We have greatly enjoyed our recent discussions with you and are pleased to provide you a contract employment position with **Diamondpick** as an **Engineer,** under the terms and conditions provided herein,

with effect from **21-Aug-2024**.

Location of Work:

- As agreed, your base location of work would be Chennai.
- The Company reserves the right to transfer you to the other locations, within the Company and/or other affiliated entities.
- The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

Deployment:

- You will be deployed to our client company **GAVS Technologies**
- Your assignment with GAVS Technologies will be effective from **August 2024** to **March 2025**.

Payment of Salary:

- As per our laid process, you will be entitled to receive the salary on the 7th Working day of the next month.

Compensation:

- Your **Annual Total Compensation will be INR 4,90,000 (Rupees Four Lakh Ninety Thousand Only)**
- The Company shall deduct tax at source at the time of making payment in accordance with the provisions of the Income Tax Act and rules made there under as also other applicable laws, if any, as may be in force from time to time.
- A detailed salary structure is mentioned in **Annexure A**

Leave Policy:

- Depute will follow the client leave calendar and their holiday list. However, status of paid leave will be decided basis on client approval. Diamondpick will mirror the client leave policy.
- If we do not have approval from the client on any paid leave applied by employee, it is considered to be LOP.

Working Hours:

- The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. You will have to work between from Monday to Friday.

Conditions of Hire:

- By accepting the offer, you will be deemed to confirm that:

a. Prior to joining our employment, you have to complete your education and previous employment services in accordance with the terms and conditions.
b. Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials, and criminal records, etc. If you fail to submit the documents sought by the Company within the stipulated timeline or if any information provided by you to the Company proves to be false or if you are found to have wilfully withheld any information, the Company reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

Please submit the following documents in response to the letter:

a) Original and photocopies of educational certificates and mark sheets
b) Original & copy of your passport
c) Three passport-size photographs

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter. Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one months' basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

For **Diamondpick**



M Senthil Kumar
Human Resources

Acceptance:

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.



Candidate Signature: Date:

diamondpick

Annexure A – Salary Structure

Offer Date	15-Aug-24	**Name**	Gopi.V
Designation	Engineer	**Expected DOJ**	21-Aug-24

	Monthly	Yearly
CTC	**40,834**	**4,90,000**
Basic Pay	24,134	2,89,608
House Rent Allowance (HRA)	6,033	72,396
Statutory Bonus	757	9,084
Special Allowance	8,110	97,320
Gross salary (A)	**39,034**	**4,68,408**
Employers PF contribution	1,800	21,600
Retirals & Health Benefits (B)	**1,800**	**21,600**
Total Cost to Company (A+B)	**40,834**	**4,90,000**

I. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
I. Standard deductions are applicable including PF, Tax and others.
II. Rate of TDS is subject to Declaration and submission of related information and documents by employee.

diamondpick

Contract Agreement

Date: 15-Aug-2024

Candidate Name: Nadar Rajmani Vanniyaraj
Job Title: Engineer

Dear Nadar Rajmani Vanniyaraj,

We have greatly enjoyed our recent discussions with you and are pleased to provide you a contract employment position with **Diamondpick** as an **Engineer,** under the terms and conditions provided herein,

with effect from **21-Aug-2024**.

Location of Work:

- As agreed, your base location of work would be Chennai.
- The Company reserves the right to transfer you to the other locations, within the Company and/or other affiliated entities.
- The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

Deployment:

- You will be deployed to our client company **GAVS Technologies**
- Your assignment with GAVS Technologies will be effective from **August 2024** to **March 2025**.

Payment of Salary:

- As per our laid process, you will be entitled to receive the salary on the 7th Working day of the next month.

Compensation:

- Your **Annual Total Compensation will be INR 4,90,000 (Rupees Four Lakh Ninety Thousand Only)**
- The Company shall deduct tax at source at the time of making payment in accordance with the provisions of the Income Tax Act and rules made there under as also other applicable laws, if any, as may be in force from time to time.
- A detailed salary structure is mentioned in **Annexure A**

Leave Policy:

- Depute will follow the client leave calendar and their holiday list. However, status of paid leave will be decided basis on client approval. Diamondpick will mirror the client leave policy.
- If we do not have approval from the client on any paid leave applied by employee, it is considered to be LOP.

Working Hours:

- The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. You will have to work between from Monday to Friday.

Conditions of Hire:

- By accepting the offer, you will be deemed to confirm that:

a. Prior to joining our employment, you have to complete your education and previous employment services in accordance with the terms and conditions.
b. Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials, and criminal records, etc. If you fail to submit the documents sought by the Company within the stipulated timeline or if any information provided by you to the Company proves to be false or if you are found to have wilfully withheld any information, the Company reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

Please submit the following documents in response to the letter:

a) Original and photocopies of educational certificates and mark sheets
b) Original & copy of your passport
c) Three passport-size photographs

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter. Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one months' basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

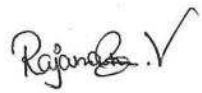
For **Diamondpick**



M Senthil Kumar
Human Resources

Acceptance:

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.



Candidate Signature: Date:

diamondpick

Annexure A – Salary Structure

Offer Date	15-Aug-24	**Name**	Nadar Rajmani Vanniyaraj
Designation	Engineer	**Expected DOJ**	21-Aug-24

	Monthly	Yearly
CTC	**40,834**	**4,90,000**
Basic Pay	24,134	2,89,608
House Rent Allowance (HRA)	6,033	72,396
Statutory Bonus	757	9,084
Special Allowance	8,110	97,320
Gross salary (A)	**39,034**	**4,68,408**
Employers PF contribution	1,800	21,600
Retirals & Health Benefits (B)	**1,800**	**21,600**
Total Cost to Company (A+B)	**40,834**	**4,90,000**

I. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
I. Standard deductions are applicable including PF, Tax and others.
II. Rate of TDS is subject to Declaration and submission of related information and documents by employee.

Contract Agreement

Date: 15-Aug-2024

Candidate Name: Praveen K
Job Title: Engineer

Dear Praveen K,

We have greatly enjoyed our recent discussions with you and are pleased to provide you a contract employment position with **Diamondpick** as an **Engineer,** under the terms and conditions provided herein,

with effect from **21-Aug-2024**.

Location of Work:

- As agreed, your base location of work would be Chennai.
- The Company reserves the right to transfer you to the other locations, within the Company and/or other affiliated entities.
- The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

Deployment:

- You will be deployed to our client company **GAVS Technologies**
- Your assignment with GAVS Technologies will be effective from **August 2024** to **March 2025**.

Payment of Salary:

- As per our laid process, you will be entitled to receive the salary on the 7th Working day of the next month.

Compensation:

- Your **Annual Total Compensation will be INR 4,90,000 (Rupees Four Lakh Ninety Thousand Only)**
- The Company shall deduct tax at source at the time of making payment in accordance with the provisions of the Income Tax Act and rules made there under as also other applicable laws, if any, as may be in force from time to time.
- A detailed salary structure is mentioned in **Annexure A**

Leave Policy:

- Depute will follow the client leave calendar and their holiday list. However, status of paid leave will be decided basis on client approval. Diamondpick will mirror the client leave policy.
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- By accepting the offer, you will be deemed to confirm that:

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b. Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials, and criminal records, etc. If you fail to submit the documents sought by the Company within the stipulated timeline or if any information provided by you to the Company proves to be false or if you are found to have wilfully withheld any information, the Company reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

Please submit the following documents in response to the letter:

a) Original and photocopies of educational certificates and mark sheets
b) Original & copy of your passport
c) Three passport-size photographs

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter. Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one months' basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

For **Diamondpick**



M Senthil Kumar
Human Resources

Acceptance:

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.

K Praveen

Candidate Signature: Date:

diamondpick

Annexure A – Salary Structure

Offer Date	15-Aug-24	**Name**	Praveen .K
Designation	Engineer	**Expected DOJ**	21-Aug-24

	Monthly	Yearly
CTC	**40,834**	**4,90,000**
Basic Pay	24,134	2,89,608
House Rent Allowance (HRA)	6,033	72,396
Statutory Bonus	757	9,084
Special Allowance	8,110	97,320
Gross salary (A)	**39,034**	**4,68,408**
Employers PF contribution	1,800	21,600
Retirals & Health Benefits (B)	**1,800**	**21,600**
Total Cost to Company (A+B)	**40,834**	**4,90,000**

I. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
I. Standard deductions are applicable including PF, Tax and others.
II. Rate of TDS is subject to Declaration and submission of related information and documents by employee.

Contract Agreement

Date: 15-Aug-2024

Candidate Name: Sarathi P
Job Title: Engineer

Dear Sarathi P,

We have greatly enjoyed our recent discussions with you and are pleased to provide you a contract employment position with **Diamondpick** as an **Engineer,** under the terms and conditions provided herein,

with effect from **21-Aug-2024**.

Location of Work:

- As agreed, your base location of work would be Chennai.
- The Company reserves the right to transfer you to the other locations, within the Company and/or other affiliated entities.
- The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

Deployment:

- You will be deployed to our client company **GAVS Technologies**
- Your assignment with GAVS Technologies will be effective from **August 2024** to **March 2025**.

Payment of Salary:

- As per our laid process, you will be entitled to receive the salary on the 7th Working day of the next month.

Compensation:

- Your **Annual Total Compensation will be INR 4,90,000 (Rupees Four Lakh Ninety Thousand Only)**
- The Company shall deduct tax at source at the time of making payment in accordance with the provisions of the Income Tax Act and rules made there under as also other applicable laws, if any, as may be in force from time to time.
- A detailed salary structure is mentioned in **Annexure A**

Leave Policy:

- Depute will follow the client leave calendar and their holiday list. However, status of paid leave will be decided basis on client approval. Diamondpick will mirror the client leave policy.
- If we do not have approval from the client on any paid leave applied by employee, it is considered to be LOP.

Working Hours:

- The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. You will have to work between from Monday to Friday.

Conditions of Hire:

- By accepting the offer, you will be deemed to confirm that:

a. Prior to joining our employment, you have to complete your education and previous employment services in accordance with the terms and conditions.
b. Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials, and criminal records, etc. If you fail to submit the documents sought by the Company within the stipulated timeline or if any information provided by you to the Company proves to be false or if you are found to have wilfully withheld any information, the Company reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

Please submit the following documents in response to the letter:

a) Original and photocopies of educational certificates and mark sheets
b) Original & copy of your passport
c) Three passport-size photographs

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter. Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one months' basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

For **Diamondpick**

M Senthil Kumar
Human Resources

Acceptance:

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.

P Sarathi

Candidate Signature: Date:

diamondpick

Annexure A – Salary Structure

Offer Date	15-Aug-24	**Name**	Sarathi .P
Designation	Engineer	**Expected DOJ**	21-Aug-24

	Monthly	Yearly
CTC	**40,834**	**4,90,000**
Basic Pay	24,134	2,89,608
House Rent Allowance (HRA)	6,033	72,396
Statutory Bonus	757	9,084
Special Allowance	8,110	97,320
Gross salary (A)	**39,034**	**4,68,408**
Employers PF contribution	1,800	21,600
Retirals & Health Benefits (B)	**1,800**	**21,600**
Total Cost to Company (A+B)	**40,834**	**4,90,000**

I. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
I. Standard deductions are applicable including PF, Tax and others.
II. Rate of TDS is subject to Declaration and submission of related information and documents by employee.

Contract Agreement

Date: 15-Aug-2024

Candidate Name: Sarankumar S
Job Title: Engineer

Dear Sarankumar S,

We have greatly enjoyed our recent discussions with you and are pleased to provide you a contract employment position with **Diamondpick** as an **Engineer,** under the terms and conditions provided herein,

with effect from **21-Aug-2024**.

Location of Work:

- As agreed, your base location of work would be Chennai.
- The Company reserves the right to transfer you to the other locations, within the Company and/or other affiliated entities.
- The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

Deployment:

- You will be deployed to our client company **GAVS Technologies**
- Your assignment with GAVS Technologies will be effective from **August 2024** to **March 2025**.

Payment of Salary:

- As per our laid process, you will be entitled to receive the salary on the 7th Working day of the next month.

Compensation:

- Your **Annual Total Compensation will be INR 4,90,000 (Rupees Four Lakh Ninety Thousand Only)**
- The Company shall deduct tax at source at the time of making payment in accordance with the provisions of the Income Tax Act and rules made there under as also other applicable laws, if any, as may be in force from time to time.
- A detailed salary structure is mentioned in **Annexure A**

Leave Policy:

- Depute will follow the client leave calendar and their holiday list. However, status of paid leave will be decided basis on client approval. Diamondpick will mirror the client leave policy.
- If we do not have approval from the client on any paid leave applied by employee, it is considered to be LOP.

Working Hours:

- The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. You will have to work between from Monday to Friday.

Conditions of Hire:

- By accepting the offer, you will be deemed to confirm that:

a. Prior to joining our employment, you have to complete your education and previous employment services in accordance with the terms and conditions.
b. Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials, and criminal records, etc. If you fail to submit the documents sought by the Company within the stipulated timeline or if any information provided by you to the Company proves to be false or if you are found to have wilfully withheld any information, the Company reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

Please submit the following documents in response to the letter:

a) Original and photocopies of educational certificates and mark sheets
b) Original & copy of your passport
c) Three passport-size photographs

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter. Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one months' basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

For **Diamondpick**



M Senthil Kumar
Human Resources

Acceptance:

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.



Candidate Signature:

Date:

diamondpick

Annexure A – Salary Structure

Offer Date	15-Aug-24	**Name**	Sarankumar.S
Designation	Engineer	**Expected DOJ**	21-Aug-24

	Monthly	Yearly
CTC	**40,834**	**4,90,000**
Basic Pay	24,134	2,89,608
House Rent Allowance (HRA)	6,033	72,396
Statutory Bonus	757	9,084
Special Allowance	8,110	97,320
Gross salary (A)	**39,034**	**4,68,408**
Employers PF contribution	1,800	21,600
Retirals & Health Benefits (B)	**1,800**	**21,600**
Total Cost to Company (A+B)	**40,834**	**4,90,000**

I. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
I. Standard deductions are applicable including PF, Tax and others.
II. Rate of TDS is subject to Declaration and submission of related information and documents by employee.

diamondpick

Contract Agreement

Date: 15-Aug-2024

Candidate Name: Soorya Prasath J
Job Title: Engineer

Dear Soorya Prasath J,

We have greatly enjoyed our recent discussions with you and are pleased to provide you a contract employment position with **Diamondpick** as an **Engineer,** under the terms and conditions provided herein,

with effect from **21-Aug-2024**.

Location of Work:

- As agreed, your base location of work would be Chennai.
- The Company reserves the right to transfer you to the other locations, within the Company and/or other affiliated entities.
- The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

Deployment:

- You will be deployed to our client company **GAVS Technologies**
- Your assignment with GAVS Technologies will be effective from **August 2024** to **March 2025**.

Payment of Salary:

- As per our laid process, you will be entitled to receive the salary on the 7th Working day of the next month.

Compensation:

- Your **Annual Total Compensation will be INR 4,90,000 (Rupees Four Lakh Ninety Thousand Only)**
- The Company shall deduct tax at source at the time of making payment in accordance with the provisions of the Income Tax Act and rules made there under as also other applicable laws, if any, as may be in force from time to time.
- A detailed salary structure is mentioned in **Annexure A**

Leave Policy:

- Depute will follow the client leave calendar and their holiday list. However, status of paid leave will be decided basis on client approval. Diamondpick will mirror the client leave policy.
- If we do not have approval from the client on any paid leave applied by employee, it is considered to be LOP.

Working Hours:

- The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. You will have to work between from Monday to Friday.

Conditions of Hire:

- By accepting the offer, you will be deemed to confirm that:

a. Prior to joining our employment, you have to complete your education and previous employment services in accordance with the terms and conditions.
b. Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials, and criminal records, etc. If you fail to submit the documents sought by the Company within the stipulated timeline or if any information provided by you to the Company proves to be false or if you are found to have wilfully withheld any information, the Company reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

Please submit the following documents in response to the letter:

a) Original and photocopies of educational certificates and mark sheets
b) Original & copy of your passport
c) Three passport-size photographs

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter. Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one months' basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

For **Diamondpick**



M Senthil Kumar
Human Resources

Acceptance:

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.



Candidate Signature: Date:

diamondpick

Annexure A – Salary Structure

Offer Date	15-Aug-24	**Name**	Soorya Prasath.J
Designation	Engineer	**Expected DOJ**	21-Aug-24

	Monthly	Yearly
CTC	**40,834**	**4,90,000**
Basic Pay	24,134	2,89,608
House Rent Allowance (HRA)	6,033	72,396
Statutory Bonus	757	9,084
Special Allowance	8,110	97,320
Gross salary (A)	**39,034**	**4,68,408**
Employers PF contribution	1,800	21,600
Retirals & Health Benefits (B)	**1,800**	**21,600**
Total Cost to Company (A+B)	**40,834**	**4,90,000**

I. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
I. Standard deductions are applicable including PF, Tax and others.
II. Rate of TDS is subject to Declaration and submission of related information and documents by employee.

SL TECHNOCRATS
Innovation is everything

Appointment Letter

Date. 01st June-2024

Mr. Krishnavamsi
S/O Sudhakar,
No 156,Kavarai Street,
Muthiyalpet, Kaancheepuram
TN-631601

Dear Krishnavamsi,
Congratulations!

We are pleased to inform that you have been Confirmed your services as a **Software Developer** to work for **M/s SL TECHNOCRATS PVT LTD.** We are delighted to make you the following job offer with effect from **01, June-2024.**

This letter of appointment supersedes all other communications made to you prior to the date of issue of this Conversation letter.

1. **Place of work.**

   You will work from the Company's office located in Hyderabad, India. You may also be transferred to any other department office, client's site, or other places anywhere in India or abroad, or subsidiary or affiliated company as and when required by the Company.

2. **Working hours.**

   You are expected to work from Monday to Saturday as full time. You, together with your supervisor, will establish guidelines for anticipated office hours and other work commitments.

3. **Compensation and Benefits**

   a. Your salary shall be paid on a monthly basis, net of all applicable deductions, please note that professional tax, income tax and other taxes (if any) as applicable shall be deducted from the gross monthly salary payable each month. As such, your net salary will depend on amount and nature of tax saving investments you make, as well as the bills and receipts you produce for tax-exempt reimbursable expenses. Your current compensation structure and benefits is provided in Annexure A of this Agreement.

   b. You will be governed by the provisions of the Employees' Compensation Act in respect of any injury etc., on account of the accident during and in the course of employment in the matter of payment of compensation, wherever applicable. The summary of the provisions of the Act along with the details of benefits available thereunder is placed in the internet or in the portal of the Company. You may make it a point to go through the same and understand the benefits available to you.

   c. Maternity leave will be allowed with pay to women employees at the rate and in the manner provided in the Maternity Benefit Act, 1961 and as per the Maternity Benefits (Amendment) Act, 2017. d. You shall be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972, as amended from time to time.

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Innovation is everything

4. **Reporting.**
We will intimate whomsoever the Company deems fit to be your supervisor.

5. **Probation.**
From the date of your conversation in the Company you will be under probation for a period of 2 (Two) months during which your performance will be monitored closely by Company. At the end of the probation period, your manager will appraise your performance after which the decision will be taken to confirm your services with Company. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion. Upon completion of your original or extended probation period, as the case may be, if you do not receive any written confirmation from the Company, your probationary period shall be deemed to be continued until such time as you are either terminated or you are issued a confirmation letter. Upon receipt of the confirmation letter, you will be permanently placed on the payroll of the Company. During the probationary period or the extended period of probation, you will be liable to be discharged from the Company services at any time with 30 days prior notice and without assigning any reason. You are also bound to provide the Company with 30 days' notice during which period you may have to work. The Company does not encourage adjusting notice period against eitherleaveorforfeiture ofsalary.

6. **Responsibilities.**
You will be required to carry out the duties and responsibilities associated with your position as further described during the interview hereto. However, these are subject to change without notice and will be discussed with you by your manager.

7. **Performance Reviews.**
A review of your performance and salary shall be carried out annually, in accordance with the policy of the Company.

8. **Leave.**
Every employee is eligible for leaves as per the prevailing leave policy.

9. **No simultaneous employment.**
While employed with the Company, you will not in any circumstances be permitted to work for any other firm or person, either whole time or part time, to own, or in any way be associated with any firm or person as advisor, director or partner, whether paid ornot, for your services, without priorwritten permission ofthe Company.

10. **Code of Conduct and Employee Handbook.**

a. You will be governed by the Company's rules and regulations that may be promulgated from time to time.

b. You shall not refuse to take up any assignment that may be offered to you by the Company.

c. You shall be expected to abide by the rules and regulations of the Company, be courteous, honest and professional within the Company or with its clients/customers, and maintain and represent the Company's high standards of professional services at all times, whether in the Company or at its client's site(s).

d. You shall be responsible for all Company properties and material that are in your possession, and all infrastructure like telephones, computers, projectors etc. that have been provided to you to enable you in your work.

e. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may resultinthe Company's image/business being adversely affected.

f. During your employment with the Company, you will not solicit business of any nature, either directly or indirectly, for yourself, orfor any other party, fromthe Company's clients and / orcustomers.

g. The Company's Employee Handbook, Code of Conduct and related policies, Company's data protection policy and procedures enlists all the benefits, policies, and procedures of the organization. You agree to conform to and comply with suchdocuments and policies and orders as may fromtimetotimebe givenby Company.

11. Intellectual property.

a. During the entire tenure of your employment with the Company you shall accrue no rights to the whole or part of any intellectual property rights created or acquired by the Company or created by you, either explicitly or implicitly through project life cycle and during the entire term of your employment. All such intellectual property rights shall be the absolute and sole propertyof Company.

b. In accepting this employment and by affixing your signature on this conversation Letter or upon joining employment, whichever is earlier, declares that you shall have no claim, right, concern, privilege or interest of whatever nature, pecuniary or otherwise, in the intellectual property right stated as above during or after your employment with the Company.

c. You undertake to refrain from bringing to the Company any documents or materials or intangibles of a former employer or third party that are not in the public domain, or have not been legally transferred or licensed to the Company, or that might constitute the confidential information or trade secrets of a prior employer. You agree that when performing duties on behalf of the Company, you will not breach any invention assignment, proprietary information, confidentiality, noncompetition, non-solicitation or other similar agreement with any former employer or other party.

12. Non-Competition Non-Solicitation and Confidentiality.

a. From the commencement of this Agreement on the date hereof and until the elapse of six 6(Six) months following the termination of your employment with the Company, for any reason (the "Term"), you shall not, for your own account or for the benefit of any other person or business entity, or through one or more intermediaries, without the prior written consent of the Company:

1. Engage or participate in, own any interest in, provide any financing for, perform any services for, or act in any other capacity for, either as an employee, employer, consultant, principal, partner, stockholder, investor, financial participant, corporate officer, director or in any other individual or representative capacity, any other person or legal entity which engages or participates in any business or activity that is in competition with the Business (as defined below) of the Company, without the prior written consent of the Company, which consent the Company may refuse to give for any reason or for no reason at all or accept any sales commissions, bonuses or other payments, compensation or remuneration from any other person or legal entity which engages or participates in any business or activity that is in competition with the Business of the Company;

1.1. Employ, solicit for employment or advise or recommend to any other person or business entity that such other person or business entity employ, or solicit employment of, any employee of the Company or any employee of the Company's affiliates, subsidiaries or any other entity partially or wholly owned by the Company, unless through no action by you, directlyorindirectly, suchemployeeisno longeranemployeeofthe Company; or

1.2. Solicit or induce, or in any manner attempt to solicit or induce, any customer or supplier of the Company or of the Company's affiliates, subsidiaries or any other entity partially or wholly owned by the Company, to cease being a customer or supplier of the Company or to divert any business of such customer or supplier from the Company.

1.3. You will not, during the continuance of this appointment and for three (3) years thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential character. You shall treat all information obtained during your employment with the Company, either directly from the other employees of the Company, or during the course of your work with the Company, as strictly confidential. Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, addresses, phone numbers, etc., but shall not include information known or available to you prior to your employment with the Company and/ or readily available to persons of ordinary skills in the assigned areasoftechnical/ businessexpertise.

b. For purposes of this Section 12, the term "Business" shall mean shall mean the business or process of researching into, developing, manufacturing, distributing, selling, supplying or otherwise dealing with (including but not limited to technical and product support, professional services, technical advice and other customer services) practice management, electronic health record and patient engagement software and services, clinical and financial interoperability and clearinghouse software and services, population health software and services, revenue cycle management software and services, and other software and technology-enabled services to ambulatory healthcare providers, and any other services of the type or similar to the type provided, conducted, authorized, or offered by the Company or any predecessor within the two (2) years priortothe termination ofyouremployment.

c. You regard the scope and duration of restrictions set forth in this Section 12 as reasonable, and recognizes that such restrictions are designed to provide the Company with limited, legitimate and reasonable protection against subsequent diminution of the value of the Business of the Company attributable to any actions of the Employee, contrary to such restrictions. You acknowledge that the Company would suffer irreparable damage in the event you were to breach any of the provisions of this Clause 13 and, accordingly, agree that the Company shall be entitled (without the necessity of proving damages or furnishing any bond or other security) to an injunction or injunctions to prevent breaches of this Section 12, and the Company shall be entitled to enforce specifically the provisions of this Section 12, in any court of the India, in addition to any other remedy to which the Company may be entitled under this Agreement or in law or in equity.

I. **Authenticity of information**. This appointment is made on the basis of information provided by you in the application and also at the time of interview. Original copies of your certificates, testimonials and previous employment records should be submitted along with the photocopies for verification. If any declarations given by you to the Company prove to be false or if you are found to have willfully suppressed any material information, you willbeliabletoberemovedfrom servicewithout any notice.

ii. **Disclosure of Employee Information**. During the term of your employment with Company, you are required to disclose all material and relevant information, which may either affect your employment with Company currently or in the future or may be in conflict with the terms of your employment with Company, either directly or indirectly. If at any time during your employment, Company becomes aware that you have suppressed any material or relevant information required to be disclosed by you, Company reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by Company. Any change in your personal information including residential address, marital status and educational qualification should be notified to Company in writing within three (3) days from the date of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if

delivered to you personally or sent by post to you at your address as recorded in Company's records.

iii **Personal Data.** You hereby agree that Company may from time to time collect, store, process, use or disclose personal data (including sensitive personal data) relating to You insofar as may be necessary or desirable in connection with Your employment by Company including sharing information with its holding/subsidiary/ associate companies or its customers and service providers. For the purposes of this clause "personal data" and "sensitive personal data" shall have the meanings ascribed to them under Information Technology(Reasonable Security Practices and

iv. Procedures and Sensitive Personal Data or Information) Rules 2011. You agree to regularly update your personal data made available to Company and confirm to the accuracy and correctness of the personal data furnished by you. You agree to allow Company to collect, store and process by itself or through any third party engaged by it, to the extent applicable, for the purpose of discharging its duties towards its employees including but not limited to payroll processing. For the purposes of this consent, "personal data" shall mean and include information about you, including but not limited to your name, age, date of birth, address, designation, gender, monthly or annual compensation details, statutory contributions and/or deductions from the monthly compensation, Company loan account details, if any, bank account details.

v. **Changes of Employment Terms.** This Appointment Letter contains the initial terms of employment which may change from time to time and must be agreed upon by both parties. Any changes to employment terms will be communicated to you through acceptable channels of communication like email or letter.

v. Termination.

a. Your employment is terminable by either party by giving 30 days' notice during probationary period and 60 days' notice after confirmation of your employment. Either party is not bound to give any reason thereof. The Company reserves the right to recover salary in lieu of any un- served notice period. Further, the Company may at its relieve you from such date as it may deem fit even before the expiry of the notice period and is notbound to give any reason thereof.

b. In the event of any misconduct or breach of terms of employment on your part during probation or on/after confirmation, the Company reserves the right to terminate this contract immediately without any notice.

c. If any annual leave is due to the employee, salary in lieu of such leave will be paid, subject to the limits laid down inthisrespect.

d. At the time of termination of your employment, if there are any dues from you, the same may be adjusted against any money due to you from Company on account of salary, bonus or any other such payments. Any amount so remaining due from you after the above adjustment shall be repaid by you out of your final paycheck or within 7 days from the date of termination of your employment without any demur or protest, failure of which shall make you liable to appropriate action in a court of law, whether civil or criminal, initiatedby Company forrecoveryofsuchmoney.

13. Return of Company Property.

Upon termination of your employment, you shall return all Company property in your possession or direction or control and/or make arrangements with your immediate supervisor to return all such property to the Company on or prior to the effective termination date.

14. Assignment.

Neither this Agreement, nor any rights or obligations hereunder, may be assigned or otherwise transferred by the any party without the express prior written consent of the other.

15. Language.

This Agreement has been drafted and executed in the English language and any translation is furnished solely for convenience. The original English text will be binding and shall control and prevail in case of any variance between th English version and any translation. All notices required by this Appointment Letter will be in English, will be effective on the date of receipt, and will be transmitted by any customary means of written communication, addressed as per the addresses mentioned above.

16. Waiver.

No failure or delay in exercising any right, power or privilege hereunder shall operate as a waiver thereof, nor shall any single or partial exercise thereof preclude any other or further exercise thereof or the exercise of any right, power or privilege hereunder.

17. Severability.

If any provision of this Appointment Letter is found to be unenforceable, the remainder shall be enforced as fully as possible and the unenforceable provision shall be deemed modified to the limited extent required to permit its enforcement in a manner most closely representing the intention of the parties as expressed herein.

18. Scope and Termination.

This Appointment Letter automatically will terminate upon the termination of your employment; provided, however, that the provisions of this Appointment Letter that expressly survive termination as set forth in Sections 12 above survive termination.

19. Governing Law and Jurisdiction.

This Appointment Letter shall be governed by and interpreted in accordance with the laws of the India. All disputes in relation to the Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The venue of such arbitration shall be Hyderabad. Each party is responsible for its own expenses in the arbitration. The decision of the arbitrator shall be final and binding upon both parties.

20. Entire Agreement. Except as otherwise provided, this Appointment Letter contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to your employment by the Company. This Appointment Letter shall be amended or modified only by written instrument signed by both of the parties hereto. The above terms and conditions are subject to change from time to time and the same would be communicated to you in writing. Please sign the copy of this letter, as acceptance of your appointment on the terms and conditions mentioned above. We welcome you aboard and wish you a pleasant, fruitful and mutually beneficial association with the Company.

SL TECHNOCRATS
Innovation is everything

Annexure - A

Name:	Mr. Krishnavamsi		
Employee ID:	SLT0024		
Position:	Software Developer		
Location:	Hyderabad		
#	**Fixed Gross particulars :**	**Per Month**	**Per Annum**
A	**Gross Salary Calculation**		
i	Basic Salary	22,250	2,67,000
ii	House Rent Allowance	10,750	21,000
iii	Other Allowances	5,650	57,000
	Gross Salary (excluding statutory payments)	**38,650**	**4,63,800**
B	**Net Salary Calculation**		
	COST TO COMPANY	**38,650**	**4,63,800**

For SL TECHNOCRATS PVT LTD

Ch. Raj Kumar.

Rajkumar Chirumamilla
MD- Operations.

Read and Accepted

Signed:_____ **Name** Krishnavamsi

Dated:_____ **Date of Joining:** _____

Address: Flat No: 202, Uadya Royal Crest, Jublee Gardens Road No.4, Kondapur, Hyderabad-500084
e-mail: hr@sltechnocrats.net website: www.sltechnocrats.net Ph. No: 9154943409

Congratulations

accenture

09 October 2024

C07069978
Amirthavarshini Parthiban
Agathiyar Street, Global Nagar, Elambalur road

Dear Amirthavarshini Parthiban,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature:{{Sig_es_:signer1:signature}}

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

Candidate's Signature:{{Sig_es_:signer1:signature}}

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Yours sincerely,

C Lakshmi

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual (INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR32,555 /-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature:{{Sig_es_:signer1:signature}}

MALLOW
TECHNOLOGIES

Tuesday, 18 July 2023

JOB OFFER LETTER

Kupendiran Nagaraj
3/420,Nachikuppam
Krishnagiri- 635121.

Dear Kupendiran,

We are pleased to offer you the job offer for the role of **"Junior Developer"** at Mallow Technologies Private Limited.

Your Annual CTC will be **INR.4,20,000/-**. The detailed pay structure is presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of the employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Please note:

This appointment is subject to satisfactory professional reference checks.
This offer is valid provided you complete our training and your degree course in this academic year **2023-2024**.

MALLOW TECHNOLOGIES

Annexure A

SALARY DISTRIBUTION

Name : Kupendiran Nagaraj
Designation : Junior Developer

Particulars	Monthly (Rs.)	Annual (Rs.)
Basic	9,907	1,18,884
House Rent Allowance	3,963	47,556
Mobile/Internet Reimbursement*	1,000	12,000
Special Allowance	17,675	2,12,100
RETIRALS		
Company's Contribution of PF	1,800	21,600
Gratuity		5,724
Health Insurance		2,136
Total CTC	**34,345**	**4,20,000**

** Receipts are required to claim tax benefits.*

Retirement Benefits:

Provident Fund

You are covered under the Employee Provident Fund from your date of joining the organisation. Under this scheme, the company will contribute an amount per month as employer contribution as per the provisions of the said Act, and an equal amount will be deducted from your salary as your contribution towards the provident fund.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Health Insurance:

After completing the probation period at our company, you and your family(Spouse/Children) will be eligible for the Employee's Group Health insurance scheme for a sum insured of INR.3 Lakhs per annum.

MALLOW
TECHNOLOGIES

Annexure B

The terms and conditions for your Training/Project Internship are listed below:

1. There will be 3 months training period, and during the training period, candidates will be provided with assignments that have to be done and submitted by them. These assignments will help candidates to develop a solid understanding of the platform fundamentals. Candidates can accomplish the assignments and tasks with the support of a well-defined process, curated materials, and professional advice.

2. Candidates must arrange their own good working laptops during the training period. However, during the project internship, a Laptop will be provided by the company.

3. The working model will be hybrid during the training period. Candidates will have the weekly assessment during the training period. Based on their performance, Candidates may be informed to come to the office on a regular basis.

4. Upon completion of training, an interview will be scheduled to evaluate the skills of the Candidates that they have learned in the training period. Clearing that interview will be considered a successful completion of the training. There will not be any certification issued for the training period.

5. This job offer is valid only on the successful completion of the training, failing which this job offer stands cancelled.

6. On successfully completing the training, you will be absorbed as a Project Intern or Junior Developer based on your academic completion.

7. During the project internship, candidates should come to the office regularly.

8. During Project Internship, you will be provided with a stipend of INR.15,000/Month based on the number of days available for the work. But there won't be any stipend provided during training.

9. We do not provide projects for individual students(final year). However, the students can generate a report or document about their training/project internship in our company to be submitted as their final report.

10. The working days are from Monday to Saturday and the operating hours are from 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. The first Saturday of every month will be a Holiday during the training period.

11. Candidates will be allowed a leave of 1 day per month during the training – including sick and personal leave.

MALLOW
TECHNOLOGIES

12. Candidate's performance in training will also be taken into account in deciding your ability and further decisions.

The terms and conditions for your appointment are listed below:

1. Once appointed as an employee, candidates will be under probation for six months. Candidate employment will be evaluated after the probation period for Job confirmation.

2. The list of holidays for every calendar year will be provided before the start of the year. The first Saturday of every month will be a Holiday during the probation period.

3. The working days are from Monday to Saturday during the probation period. After completing the probation period, working days are from Monday to Friday.

4. The notice period for both the company and you is 65 working days.

5. Our usual performance cycle will be in April, and you will be considered for salary revision after completing one year of service with us.

6. The employees should put in their best effort during business hours for the betterment of the company. The company encourages employees to complete their responsibilities within office hours. The office timing will be 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. However, working hours may be extended for individuals to complete their tasks as planned.

7. You are privileged to have 1.5 days off per month, which can be utilised for sick, personal, and vacation reasons. Furthermore, you have the option to save your accumulated leave balance, with a maximum limit of nine days. However, it's important to be aware that any absence beyond the approved leave entitlement will be considered unpaid (Loss of Pay). It is crucial to note that extended leaves that disrupt your work plan or unapproved absences have the potential to lead to the termination of your employment.

8. During your employment with us, employees are not allowed to engage in other business/employment directly or indirectly.

9. Employees will retire from the services of the Company on reaching their 58th birthday as per the proof of age submitted by the employees at the time of joining.

10. Acceptance of this offer implies that Employees are bound by all the rules and regulations of the company.

MALLOW
TECHNOLOGIES

General Terms:

1. The confidential details about the company's business and its data that are known to you are to be maintained secretly. They should not be divulged or discussed with anyone other than the authorised person in the company. You are required to sign a non-disclosure agreement to protect the intellectual property rights and business information of Mallow Technologies Pvt. Ltd. and its clients.

2. Candidates/Employees are expected to maintain good conduct in and out of the office and maintain the Company's dignity, failing which may lead to disciplinary action and may result in the termination of their Job.

Regards,
HR Team,
Mallow Technologies Private Limited

MALLOW
TECHNOLOGIES

Tuesday, 18 July 2023

JOB OFFER LETTER

Sabarisan Muthusamy
1/254,Thuraiyur,
Trichy- 621012.

Dear Sabarisan,

We are pleased to offer you the job offer for the role of **"Junior Developer"** at Mallow Technologies Private Limited.

Your Annual CTC will be **INR.4,20,000/-**. The detailed pay structure is presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of the employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Please note:

This appointment is subject to satisfactory professional reference checks.
This offer is valid provided you complete our training and your degree course in this academic year **2023-2024**.

MALLOW TECHNOLOGIES

Annexure A

SALARY DISTRIBUTION

Name : Sabarisan Muthusamy
Designation : Junior Developer

Particulars	Monthly (Rs.)	Annual (Rs.)
Basic	9,907	1,18,884
House Rent Allowance	3,963	47,556
Mobile/Internet Reimbursement*	1,000	12,000
Special Allowance	17,675	2,12,100
RETIRALS		
Company's Contribution of PF	1,800	21,600
Gratuity		5,724
Health Insurance		2,136
Total CTC	**34,345**	**4,20,000**

** Receipts are required to claim tax benefits.*

Retirement Benefits:

Provident Fund

You are covered under the Employee Provident Fund from your date of joining the organisation. Under this scheme, the company will contribute an amount per month as employer contribution as per the provisions of the said Act, and an equal amount will be deducted from your salary as your contribution towards the provident fund.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Health Insurance:

After completing the probation period at our company, you and your family(Spouse/Children) will be eligible for the Employee's Group Health insurance scheme for a sum insured of INR.3 Lakhs per annum.

MALLOW
TECHNOLOGIES

Annexure B

The terms and conditions for your Training/Project Internship are listed below:

1. There will be 3 months training period, and during the training period, candidates will be provided with assignments that have to be done and submitted by them. These assignments will help candidates to develop a solid understanding of the platform fundamentals. Candidates can accomplish the assignments and tasks with the support of a well-defined process, curated materials, and professional advice.

2. Candidates must arrange their own good working laptops during the training period. However, during the project internship, a Laptop will be provided by the company.

3. The working model will be hybrid during the training period. Candidates will have the weekly assessment during the training period. Based on their performance, Candidates may be informed to come to the office on a regular basis.

4. Upon completion of training, an interview will be scheduled to evaluate the skills of the Candidates that they have learned in the training period. Clearing that interview will be considered a successful completion of the training. There will not be any certification issued for the training period.

5. This job offer is valid only on the successful completion of the training, failing which this job offer stands cancelled.

6. On successfully completing the training, you will be absorbed as a Project Intern or Junior Developer based on your academic completion.

7. During the project internship, candidates should come to the office regularly.

8. During Project Internship, you will be provided with a stipend of INR.15,000/Month based on the number of days available for the work. But there won't be any stipend provided during training.

9. We do not provide projects for individual students(final year). However, the students can generate a report or document about their training/project internship in our company to be submitted as their final report.

10. The working days are from Monday to Saturday and the operating hours are from 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. The first Saturday of every month will be a Holiday during the training period.

11. Candidates will be allowed a leave of 1 day per month during the training – including sick and personal leave.

MALLOW
TECHNOLOGIES

12. Candidate's performance in training will also be taken into account in deciding your ability and further decisions.

The terms and conditions for your appointment are listed below:

1. Once appointed as an employee, candidates will be under probation for six months. Candidate employment will be evaluated after the probation period for Job confirmation.

2. The list of holidays for every calendar year will be provided before the start of the year. The first Saturday of every month will be a Holiday during the probation period.

3. The working days are from Monday to Saturday during the probation period. After completing the probation period, working days are from Monday to Friday.

4. The notice period for both the company and you is 65 working days.

5. Our usual performance cycle will be in April, and you will be considered for salary revision after completing one year of service with us.

6. The employees should put in their best effort during business hours for the betterment of the company. The company encourages employees to complete their responsibilities within office hours. The office timing will be 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. However, working hours may be extended for individuals to complete their tasks as planned.

7. You are privileged to have 1.5 days off per month, which can be utilised for sick, personal, and vacation reasons. Furthermore, you have the option to save your accumulated leave balance, with a maximum limit of nine days. However, it's important to be aware that any absence beyond the approved leave entitlement will be considered unpaid (Loss of Pay). It is crucial to note that extended leaves that disrupt your work plan or unapproved absences have the potential to lead to the termination of your employment.

8. During your employment with us, employees are not allowed to engage in other business/employment directly or indirectly.

9. Employees will retire from the services of the Company on reaching their 58th birthday as per the proof of age submitted by the employees at the time of joining.

10. Acceptance of this offer implies that Employees are bound by all the rules and regulations of the company.

MALLOW
TECHNOLOGIES

General Terms:

1. The confidential details about the company's business and its data that are known to you are to be maintained secretly. They should not be divulged or discussed with anyone other than the authorised person in the company. You are required to sign a non-disclosure agreement to protect the intellectual property rights and business information of Mallow Technologies Pvt. Ltd. and its clients.

2. Candidates/Employees are expected to maintain good conduct in and out of the office and maintain the Company's dignity, failing which may lead to disciplinary action and may result in the termination of their Job.

Regards,
HR Team,
Mallow Technologies Private Limited



MALLOW
TECHNOLOGIES

Tuesday, 18 July 2023

JOB OFFER LETTER

Vignesh Sivakumar
3/347,NK Colony,
Ammampalayam,
Attur,
Salem- 636141.

Dear Vignesh,

We are pleased to offer you the job offer for the role of **"Junior Developer"** at Mallow Technologies Private Limited.

Your Annual CTC will be **INR.4,20,000/-**. The detailed pay structure is presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of the employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Please note:

This appointment is subject to satisfactory professional reference checks.
This offer is valid provided you complete our training and your degree course in this academic year **2023-2024**.

MALLOW TECHNOLOGIES

Annexure A

SALARY DISTRIBUTION

Name : Vignesh Sivakumar
Designation : Junior Developer

Particulars	Monthly (Rs.)	Annual (Rs.)
Basic	9,907	1,18,884
House Rent Allowance	3,963	47,556
Mobile/Internet Reimbursement*	1,000	12,000
Special Allowance	17,675	2,12,100
RETIRALS		
Company's Contribution of PF	1,800	21,600
Gratuity		5,724
Health Insurance		2,136
Total CTC	**34,345**	**4,20,000**

** Receipts are required to claim tax benefits.*

Retirement Benefits:

Provident Fund

You are covered under the Employee Provident Fund from your date of joining the organisation. Under this scheme, the company will contribute an amount per month as employer contribution as per the provisions of the said Act, and an equal amount will be deducted from your salary as your contribution towards the provident fund.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Health Insurance:

After completing the probation period at our company, you and your family(Spouse/Children) will be eligible for the Employee's Group Health insurance scheme for a sum insured of INR.3 Lakhs per annum.

MALLOW
TECHNOLOGIES

Annexure B

The terms and conditions for your Training/Project Internship are listed below:

1. There will be 3 months training period, and during the training period, candidates will be provided with assignments that have to be done and submitted by them. These assignments will help candidates to develop a solid understanding of the platform fundamentals. Candidates can accomplish the assignments and tasks with the support of a well-defined process, curated materials, and professional advice.

2. Candidates must arrange their own good working laptops during the training period. However, during the project internship, a Laptop will be provided by the company.

3. The working model will be hybrid during the training period. Candidates will have the weekly assessment during the training period. Based on their performance, Candidates may be informed to come to the office on a regular basis.

4. Upon completion of training, an interview will be scheduled to evaluate the skills of the Candidates that they have learned in the training period. Clearing that interview will be considered a successful completion of the training. There will not be any certification issued for the training period.

5. This job offer is valid only on the successful completion of the training, failing which this job offer stands cancelled.

6. On successfully completing the training, you will be absorbed as a Project Intern or Junior Developer based on your academic completion.

7. During the project internship, candidates should come to the office regularly.

8. During Project Internship, you will be provided with a stipend of INR.15,000/Month based on the number of days available for the work. But there won't be any stipend provided during training.

9. We do not provide projects for individual students(final year). However, the students can generate a report or document about their training/project internship in our company to be submitted as their final report.

10. The working days are from Monday to Saturday and the operating hours are from 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. The first Saturday of every month will be a Holiday during the training period.

11. Candidates will be allowed a leave of 1 day per month during the training – including sick and personal leave.

MALLOW
TECHNOLOGIES

12. Candidate's performance in training will also be taken into account in deciding your ability and further decisions.

The terms and conditions for your appointment are listed below:

1. Once appointed as an employee, candidates will be under probation for six months. Candidate employment will be evaluated after the probation period for Job confirmation.

2. The list of holidays for every calendar year will be provided before the start of the year. The first Saturday of every month will be a Holiday during the probation period.

3. The working days are from Monday to Saturday during the probation period. After completing the probation period, working days are from Monday to Friday.

4. The notice period for both the company and you is 65 working days.

5. Our usual performance cycle will be in April, and you will be considered for salary revision after completing one year of service with us.

6. The employees should put in their best effort during business hours for the betterment of the company. The company encourages employees to complete their responsibilities within office hours. The office timing will be 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. However, working hours may be extended for individuals to complete their tasks as planned.

7. You are privileged to have 1.5 days off per month, which can be utilised for sick, personal, and vacation reasons. Furthermore, you have the option to save your accumulated leave balance, with a maximum limit of nine days. However, it's important to be aware that any absence beyond the approved leave entitlement will be considered unpaid (Loss of Pay). It is crucial to note that extended leaves that disrupt your work plan or unapproved absences have the potential to lead to the termination of your employment.

8. During your employment with us, employees are not allowed to engage in other business/employment directly or indirectly.

9. Employees will retire from the services of the Company on reaching their 58th birthday as per the proof of age submitted by the employees at the time of joining.

10. Acceptance of this offer implies that Employees are bound by all the rules and regulations of the company.

MALLOW
TECHNOLOGIES

General Terms:

1. The confidential details about the company's business and its data that are known to you are to be maintained secretly. They should not be divulged or discussed with anyone other than the authorised person in the company. You are required to sign a non-disclosure agreement to protect the intellectual property rights and business information of Mallow Technologies Pvt. Ltd. and its clients.

2. Candidates/Employees are expected to maintain good conduct in and out of the office and maintain the Company's dignity, failing which may lead to disciplinary action and may result in the termination of their Job.

Regards,
HR Team,
Mallow Technologies Private Limited



Nxtlogic

NXTLOGIC SOFTWARE SOLUTIONS
No 415, 1, Vivekananda Rd,Opp of Zudio, Peranaidu Layout, Ram Nagar,
Gandhipuram, Coimbatore ,Tamil Nadu 641 009, India

Dinesh R ,
Chennai, India

24 May 2024

Dear Dinesh R :

I am pleased to offer you a position as a Web Developer in Nxtlogic Software Solutions (the "Company"). You will be reporting to the Technical Director of the Company in India. This assignment may be changed and approved in writing in his sole discretion by the CEO of the Company.

If you decide to join us, you will receive a

1. An Annual Gross Salary (CTC) of **4 Lakhs**.During the term of your employement, you will be eligible to participate in all of Denodo India employee benefits. This inclues comprehensive Medical and Personal Accident Insurance cover and Paid-Time Off as per Company's Leave Policy.

2. Additional Perks: Laptop, travel expenses on business trips, mobile phone and other expenses, as appropriate and approved in writing by the Company.

As an employee, you will also be eligible to receive other employee benefits as may be approved by the Company from time to time. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Company is excited about you joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Company is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Company is free to conclude its employment relationship with you at any time, with or without cause, and with or without

notice. We request that, in the event of resignation, you give the Company at least 3 months notice.

The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.

For legal purposes, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment. Such documentation must be provided to us at the time of joining, or our employment relationship with you may be terminated.

We also ask that, if you have not already done so, you disclose to the Company any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third party confidential information to the Company, including that of your former employer, and that in performing your duties for the Company you will not in any way utilize any such information.

As a Company employee, you will be expected to abide by the Company's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Company's rules of conduct which are included in the Company Handbook which the Company plans to complete and distribute.

As a condition of your employment, you will also be required to sign and comply with the contract of employment and the confidentiality and proprietary information agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Company, and non-disclosure of Company proprietary information. Please note that we must receive your signed Agreements before your first day of employment.

To accept the Company's offer, please sign and date this letter in the space provided below. If you accept our offer, your first day of employment will be June 12, 2024. This letter, along with any agreements relating to proprietary rights between you and the Company, set forth the terms of your employment with the Company and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer of employment will terminate if it is not accepted, signed and returned by Friday, May 31, 2024.

We look forward to your favorable reply and to working with you at **Nxtlogic**.

Sincerely,

Gokulakrishnan

Gokulakrishnan K
Managing Director

Agreed to and accepted:

Signature: R Dinesh

Printed Name: R.DINESH

Date: 24.5.2024

Nxtlogic

NXTLOGIC SOFTWARE SOLUTIONS
No 415, 1, Vivekananda Rd,Opp of Zudio, Peranaidu Layout, Ram Nagar,
Gandhipuram, Coimbatore ,Tamil Nadu 641 009, India

Ajay Surya V,
Chennai, India

24 May 2024

Dear Ajay Surya V :

I am pleased to offer you a position as a Web Developer in Nxtlogic Software Solutions (the "Company"). You will be reporting to the Technical Director of the Company in India. This assignment may be changed and approved in writing in his sole discretion by the CEO of the Company.

If you decide to join us, you will receive a

1. An Annual Gross Salary (CTC) of **4 Lakhs**.During the term of your employement, you will be eligible to participate in all of Denodo India employee benefits. This inclues comprehensive Medical and Personal Accident Insurance cover and Paid-Time Off as per Company's Leave Policy.

2. Additional Perks: Laptop, travel expenses on business trips, mobile phone and other expenses, as appropriate and approved in writing by the Company.

As an employee, you will also be eligible to receive other employee benefits as may be approved by the Company from time to time. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Company is excited about you joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Company is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Company is free to conclude its employment relationship with you at any time, with or without cause, and with or without

notice. We request that, in the event of resignation, you give the Company at least 3 months notice.

The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.

For legal purposes, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment. Such documentation must be provided to us at the time of joining, or our employment relationship with you may be terminated.

We also ask that, if you have not already done so, you disclose to the Company any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third party confidential information to the Company, including that of your former employer, and that in performing your duties for the Company you will not in any way utilize any such information.

As a Company employee, you will be expected to abide by the Company's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Company's rules of conduct which are included in the Company Handbook which the Company plans to complete and distribute.

As a condition of your employment, you will also be required to sign and comply with the contract of employment and the confidentiality and proprietary information agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Company, and non-disclosure of Company proprietary information. Please note that we must receive your signed Agreements before your first day of employment.

To accept the Company's offer, please sign and date this letter in the space provided below. If you accept our offer, your first day of employment will be June 12, 2024. This letter, along with any agreements relating to proprietary rights between you and the Company, set forth the terms of your employment with the Company and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer of employment will terminate if it is not accepted, signed and returned by Friday, May 31, 2024.

We look forward to your favorable reply and to working with you at **Nxtlogic**.

Sincerely,

Gokulakrishnan

Gokulakrishnan K
Managing Director

Agreed to and accepted:

Signature: _____

Printed Name: Ajay Surya .V

Date: 24.05.2024

<codeb!nd/>
{Technologies}
Solution Without Compromise!

Date: 10/07/2024

Intent to Offer

Dear Praveen Ravi

Congratulations!

We are pleased to record this intent to offer for the position **Web Developer** with Codebind Technologies ("Company"). Your CTC is **3,75,000/-** per annum.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

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{Technologies}
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For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Codebind Technologies,



Nataraj Selvaraj

Process Manager

I have read this Offer of Intent and accept the stipulated terms and conditions



Signature

Encl: Annexure

<codeb!nd/>
{Technologies}
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ANNEXURE A

SALARY DISTRIBUTION

Name:	**Praveen Ravi**	
Designation:	**Web Developer**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	14,583	175,000
HRA	4,958	59,500
Basket of Allowances (BOA)	9,625	115,500
Statutory Bonus	2,083	25,000
Gross Salary	**31,250**	**375,000**

<codeb!nd/>
{Technologies}
Solution Without Compromise!

Date: 10/07/2024

Intent to Offer

Dear Riyasvel K T

Congratulations!

We are pleased to record this intent to offer for the position **Web Developer** with Codebind Technologies ("Company"). Your CTC is **3,75,000/-** per annum.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

<codeb!nd/>
{Technologies}
Solution Without Compromise!

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Codebind Technologies,

Nataraj Selvaraj

Nataraj Selvaraj

Process Manager

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

<codeb!nd/>
{Technologies}
Solution Without Compromise!

ANNEXURE A

SALARY DISTRIBUTION

Name:	**Riyasvel K T**	
Designation:	**Web Developer**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	14,583	175,000
HRA	4,958	59,500
Basket of Allowances (BOA)	9,625	115,500
Statutory Bonus	2,083	25,000
Gross Salary	**31,250**	**375,000**

BAHWAN CYBERTEK

26th June 2024

Dear Swetha S,

We are pleased to inform you that you have been appointed as **"Software Trainee"** under grade **"G1"** w.e.f **2nd July 2024**. Your annual CTC works out to Rs.**3,50,000**/- per annum.

The details of your compensation and related benefits are as per terms given below:

Basic Salary		:	Rs. 8,750/- per month

1. Other Allowances

In addition to the above mentioned consolidated salary you will be entitled to the following allowances as per the rules of the Company:

a.	House Rent Allowance	:	Rs.	4,375/- per month
b.	Special Allowance	:	Rs.	11,391/- per month
c.	Statutory Bonus	:	Rs.	2,430/- per month

2. DEFERRED BENEFITS

a.	P. F.	:	12% of basic salary
b.	Gratuity	:	4.8% payable as per Gratuity Act

3. WORK PLACE

You are initially appointed to work in our Office at Chennai. However, you are liable to be transferred to any other establishment of the Company anywhere in India or to offices/group companies outside India.

4. PROBATION

a. You will be on probation for a period of **one year** from Date of Joining, which may be extended at the discretion of the Company.
b. During probation, either party is at liberty to discontinue the appointment, as per service agreement. The Company however, reserves the right to pay you salary in lieu of notice.

BAHWAN CYBERTEK PVT. LTD.
BAHWAN CYBERTEK IT PARK
No. 148, Rajiv Gandhi Salai (OMR), Okkiyam Thoraipakkam, Chennai - 600 097. India
Tel: (91) 44 4344 9000 Fax: (91) 44 4344 9222 www.bahwancybertek.com
CIN: U72300TN1998PTC041668 E-mail: sales@bahwancybertek.com

BAHWAN CYBERTEK

5. CONFIRMATION

a. On successful completion of the probation period, or any extension thereof, you will be confirmed in the services of the Company.
b. Confirmation shall take effect only upon issue of a confirmation letter, and from the date given in the letter.

6. NOTICE

Upon Confirmation, your employment will be subject to termination by two months' notice on the Company's side or two month from your side. The Company however, reserves the right to pay you salary in lieu of notice. You shall be relieved only after you have handed over your functions in all respects to the satisfaction of the Company. If the time taken for such handover is in excess of the notice period, the Company shall compensate for the excess period, provided there is no enquiry being conducted against you during that period.

The appointment is subject to the service conditions applicable to the employees of the Establishment of the Company in which you work.

Copy of the said service conditions, terms & conditions of employment and allowances, reimbursement and benefits applicable to you are enclosed herewith and marked Annexure A, I, II, III and IV respectively.

Kindly return the duplicate copy of this letter, duly countersigned by you in token of your acceptance of the terms stipulated therein.

Yours faithfully,

for **Bahwan CyberTek Private Limited**

Balakumar R
Vice President – HR

I accept the above terms & conditions

Swetha S

BAHWAN CYBERTEK

26th June 2024

Dear Gokul R,

We are pleased to inform you that you have been appointed as **"Software Trainee"** under grade **"G1"** w.e.f **2nd July 2024**. Your annual CTC works out to Rs.**3,50,000**/- per annum.

The details of your compensation and related benefits are as per terms given below:

Basic Salary	:	Rs. 8,750/- per month

1. Other Allowances

In addition to the above mentioned consolidated salary you will be entitled to the following allowances as per the rules of the Company:

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b.	Special Allowance	:	Rs.	11,391/- per month
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2. DEFERRED BENEFITS

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The appointment is subject to the service conditions applicable to the employees of the Establishment of the Company in which you work.

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Kindly return the duplicate copy of this letter, duly countersigned by you in token of your acceptance of the terms stipulated therein.

Yours faithfully,

for **Bahwan CyberTek Private Limited**

Balakumar R
Vice President – HR

I accept the above terms & conditions

Gokul R

BAHWAN CYBERTEK

26th June 2024

Dear Veeramanikandan K,

We are pleased to inform you that you have been appointed as **"Software Trainee"** under grade **"G1"** w.e.f **2nd July 2024**. Your annual CTC works out to Rs.**3,50,000**/- per annum.

The details of your compensation and related benefits are as per terms given below:

Basic Salary	:	Rs. 8,750/- per month	

1. Other Allowances

In addition to the above mentioned consolidated salary you will be entitled to the following allowances as per the rules of the Company:

a.	House Rent Allowance	:	Rs.	4,375/- per month
b.	Special Allowance	:	Rs.	11,391/- per month
c.	Statutory Bonus	:	Rs.	2,430/- per month

2. DEFERRED BENEFITS

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3. WORK PLACE

You are initially appointed to work in our Office at Chennai. However, you are liable to be transferred to any other establishment of the Company anywhere in India or to offices/group companies outside India.

4. PROBATION

a. You will be on probation for a period of **one year** from Date of Joining, which may be extended at the discretion of the Company.
b. During probation, either party is at liberty to discontinue the appointment, as per service agreement. The Company however, reserves the right to pay you salary in lieu of notice.

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BAHWAN CYBERTEK

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Yours faithfully,

for **Bahwan CyberTek Private Limited**

Balakumar R
Vice President – HR

I accept the above terms & conditions

Veeramanikandan K

BAHWAN CYBERTEK

26th June 2024

Dear Giriprasath V M,

We are pleased to inform you that you have been appointed as **"Software Trainee"** under grade **"G1"** w.e.f **2nd July 2024**. Your annual CTC works out to Rs.**3,50,000**/- per annum.

The details of your compensation and related benefits are as per terms given below:

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In addition to the above mentioned consolidated salary you will be entitled to the following allowances as per the rules of the Company:

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2. DEFERRED BENEFITS

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3. WORK PLACE

You are initially appointed to work in our Office at Chennai. However, you are liable to be transferred to any other establishment of the Company anywhere in India or to offices/group companies outside India.

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a. You will be on probation for a period of **one year** from Date of Joining, which may be extended at the discretion of the Company.
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Kindly return the duplicate copy of this letter, duly countersigned by you in token of your acceptance of the terms stipulated therein.

Yours faithfully,

for **Bahwan CyberTek Private Limited**

Balakumar R
Vice President – HR

I accept the above terms & conditions

Giriprasath V M

BAHWAN CYBERTEK

26th June 2024

Dear Jaya Vishnu E,

We are pleased to inform you that you have been appointed as **"Software Trainee"** under grade **"G1"** w.e.f **2nd July 2024**. Your annual CTC works out to Rs.**3,50,000**/- per annum.

The details of your compensation and related benefits are as per terms given below:

Basic Salary	:	Rs. 8,750/- per month	

1. Other Allowances

In addition to the above mentioned consolidated salary you will be entitled to the following allowances as per the rules of the Company:

a.	House Rent Allowance	:	Rs.	4,375/- per month
b.	Special Allowance	:	Rs.	11,391/- per month
c.	Statutory Bonus	:	Rs.	2,430/- per month

2. DEFERRED BENEFITS

a.	P. F.	:	12% of basic salary
b.	Gratuity	:	4.8% payable as per Gratuity Act

3. WORK PLACE

You are initially appointed to work in our Office at Chennai. However, you are liable to be transferred to any other establishment of the Company anywhere in India or to offices/group companies outside India.

4. PROBATION

a. You will be on probation for a period of **one year** from Date of Joining, which may be extended at the discretion of the Company.
b. During probation, either party is at liberty to discontinue the appointment, as per service agreement. The Company however, reserves the right to pay you salary in lieu of notice.

BAHWAN CYBERTEK PVT. LTD.
BAHWAN CYBERTEK IT PARK
No. 148, Rajiv Gandhi Salai (OMR), Okkiyam Thoraipakkam, Chennai - 600 097. India
Tel: (91) 44 4344 9000 Fax: (91) 44 4344 9222 www.bahwancybertek.com
CIN: U72300TN1998PTC041668 E-mail: sales@bahwancybertek.com

BAHWAN CYBERTEK

5. CONFIRMATION

a. On successful completion of the probation period, or any extension thereof, you will be confirmed in the services of the Company.
b. Confirmation shall take effect only upon issue of a confirmation letter, and from the date given in the letter.

6. NOTICE

Upon Confirmation, your employment will be subject to termination by two months' notice on the Company's side or two month from your side. The Company however, reserves the right to pay you salary in lieu of notice. You shall be relieved only after you have handed over your functions in all respects to the satisfaction of the Company. If the time taken for such handover is in excess of the notice period, the Company shall compensate for the excess period, provided there is no enquiry being conducted against you during that period.

The appointment is subject to the service conditions applicable to the employees of the Establishment of the Company in which you work.

Copy of the said service conditions, terms & conditions of employment and allowances, reimbursement and benefits applicable to you are enclosed herewith and marked Annexure A, I, II, III and IV respectively.

Kindly return the duplicate copy of this letter, duly countersigned by you in token of your acceptance of the terms stipulated therein.

Yours faithfully,

for **Bahwan CyberTek Private Limited**

Balakumar R
Vice President – HR

I accept the above terms & conditions

Jaya Vishnu E

Fwd: Solartis Internship Program Initiation - Hindusthan (Coimbatore) External Inbox

Sriharish Ravikumar <sriharishoffl@gmail.com> 13:03 (9 minutes ago)
to me

---------- Forwarded message ---------
From: **Kishore Balakrishnan** <kishore_b@solartis.com>
Date: Sun, Dec 31, 2023, 4:57 PM
Subject: Solartis Internship Program Initiation - Hindusthan (Coimbatore)
To:
Cc: placement placement <placement@hindusthan.net>

Dear Student,

Greetings!!!

We are happy to announce that the Internship program for the year 2024 will commence on January 22nd, Monday.

Location: Coimbatore - Hanudev Infopark,Block C 5th Floor Udayampalayam Road,Nava India,Coimbatore 641 028

Time: 9:30am to 6:30pm

Internship program will be for a period of 6 months, and you will be paid Rs 12,000/-per month and please ensure to bring the following documents Aadhar card, Passport-sized photo and Headphones on your Date of Joining. You will be paid Rs 3,50,000/- after successful completion of internship.
We will be scheduling a Zoom meeting next week on Thursday or Friday for further, more detailed discussions.

Kindly acknowledge the mail.

Happy to see you all in Solartis soon !!!

Thanks and Regards ,

B Kishore
Executive- Human Resource
Solartis Technology Services Pvt. Ltd
E kishore_b@solartis.com P 7708560108
W www.solartis.com

Offer: Computer Consultancy
Ref: TCSL/DT20235113712/Chennai
Date: 14/07/2024

Mr. Stegin Rajeev
13/634 panthaku,
Nilgiris-643 205,
Tamil Nadu.
Tel# -

Dear Stegin Rajeev,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2535 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be ₹**600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother;may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. **Overseas International Assignment Agreement**
If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

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customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET

Annexure 1

Name	Stegin Rajeev
Designation	Assistant System Engineer-Trainee
Institute Name	Hindusthan College Of Engineering And Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Offer: Computer Consultancy
Ref: TCSL/DT20235113715/Chennai
Date: 14/07/2024

Mr. Sunilkumar Kumaresan
C/1 VRS Nagar,
Arani,
Thiruvanamalai-632301
Tamil Nadu.
Tel# -

Dear Sunilkumar Kumaresan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be **₹600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**

   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**

   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. **Overseas International Assignment Agreement**
If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

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customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
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Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

Click here or use a QR code scanner from your mobile to validate the offer letter

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TATA



GROSS SALARY SHEET

Annexure 1

Name	Sunilkumar Kumaresan
Designation	Assistant System Engineer-Trainee
Institute Name	Hindusthan College Of Engineering And Technology

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TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline. 1800 209 3111 Email: careers@tcs.com

HCLTech

hcltech.com

OFFER & APPOINTMENT LETTER

Offer Release Date: October 28, 2024

Dear KANIMOZHI V,
`1/27 North Street, Pilimisai Post, Tamil Nadu,
Tamil Nadu, India, .
Document ID - d4eeb7fd-071c-4799-aed1-62c777bbc13a

Dear **KANIMOZHI V,**

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. NV (herein referred as "HCLTech" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in band **E1.1**
In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 4, 2024.** Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCLTech believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **325000** per annum, outlined in **Annexure I.**

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You would be required to furnish digital copies of the documents and other listed information in Annexure III, before your joining date. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCLTech family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

You are requested to accept the offer within 03 days, failing which the offer will stand null and void.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Signature of Employee:

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd. NV

Debasis Sarkar
Executive Vice President, Head-Global Rewards

This is system generated Letter/Contract. Agreeing to the Offer and its terms and conditions in the workflow is as good as signing of physical contract/letter on mutual agreement between us. It has all legal binding as per the law, if mutual trust is breached at any point of time.

Signature of Employee:

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NOTE:
1. All salary components are governed by the company policies and statutory guidelines.
2. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLTech Reporting Manager and/or your HR Manager.
3. Any personal tax liability arising out of compensation will be borne solely by the employee.
4. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At **HCL Technologies Ltd. NV**, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLTechie, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

Your place of work will be located at **Madurai**

2. Medical Check up

Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement. The fitness testing (and accompanying results) will not lead to any subjective, discriminatory or unethical actions.

3. HCLTech Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.
The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Performance and Compensation Reviews

Your performance appraisal and compensation review will be governed by the Company's policy being in force from time to time.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

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On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to e-sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Employment of Relatives

At the time of joining, you must declare your family members / relatives working in a direct or indirect supervisory / subordinate relationship or as third party resources in the same work unit (Respective L3 Organization Unit Level). This is required to avoid any conflict of interest. During your employment with the Company, if any of your direct relatives are offered by HCLTech or any of subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the employee.

8. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCLTech policies.

9. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

10. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

11. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

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12. Retirement

You will retire from service on attaining superannuation at the age of 58 years.

13. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

14. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

15. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.

b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.

c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.

d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

16. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCLTech as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCLTech, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCLTech to take appropriate disciplinary action which may lead & include up to termination of your employment with HCLTech.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCLTech . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

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Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCLTech	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	Consent to be given on candidate information form for BGV initiation and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining (Must be mandatorily uploaded on Discover HCLTech Portal)	
S. No	**Document Name**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

- Please ensure that the copies uploaded are clearly scanned & all details are visible.
- Please avoid clicking pictures of documents and uploading.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCLTech onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal

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Account Number) account creation/porting etc. HCLTech will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.

- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus.

You will need to report to HCLTech to complete the joining formalities on the date of Joining, please connect with your recruiter for further details / exceptions.

Location of HCLTech Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No-1 , Akashi Induction Room, Ground Floor, Tower–1, Hub SEZ, Plot No 3A, Sector 126, Noida - 201303
2	CHENNAI	HCL Technologies Ltd, SEZ Unit-2 (Sdb2 Buld), ELCOT-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGALORE	HCL Technologies Ltd, Induction Arena, Ground Floor, Tower-4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore-562106
4	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
5	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, SEZ, Pune-411013
6	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow-226002
7	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , Plot No. 5 & 7, Ilanthaikulam Village, Madurai-625020
8	NAGPUR	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur-441108
9	VIJAYAWADA	HCL Technologies Ltd. S.No: 20/3, NH-5, Kesarapalli Vill, Gannavaram Mandal, Vijayawada, Krishna Dist, Andhra Pradesh-521102

Signature of Employee:

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ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

- **Disclaimer:**
- ***Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.***

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCLTech Cafeterias or food joints outside HCLTech campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCLTech.

Performance Bonus (PB):

Signature of Employee:

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Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. Pay-out against this component will be governed by the EPB policy (as amended from time to time) that is applicable to your employee group

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amounsst mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

  Employees covered under ESI would not be covered by default under HCLTech's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCLTech contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

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- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCLTech, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

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ANNEXURE V

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. **Confidential Information:**

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. **Inventions:**

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with

Signature of Employee:

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the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (so[illegible] or jointly with others) within the scope of and during the period of my employment with the Company and which are protectable by copyright are "works made for hire", as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole [illegible] exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

HCL

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company's actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.

4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.

5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.

6. **Non-Competition**: During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

   For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

   i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

   ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is

   iii. performed in the same geography / market where I provided services for the Company.

Signature of Employee:

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HCL

The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

7. **General Provisions Regarding Covenants**

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

8. **Protection of Systems & Environment:** I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

9. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.

10. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4690330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

11. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

KANIMOZHI V
October 28, 2024

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.
Please note that all components mentioned above may or may not be a part of your compensation structure. HCLTech reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: `1/27 North Street, Pilimisai Post, Tamil Nadu,
Tamil Nadu, India, .
Email ID: kanivel015@gmail.com
Telephone Number: 9345463778

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA– 201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India

HCL

LEBARA

CONSULTANCY AGREEMENT

Date: 20 February 2024

This Contract Agreement (the "Agreement") is made and entered into this **21 February 2024** (the "Effective Date") by and between Lebara Media Services Private Limited with its principal place of business located at No. 9/5, 2nd Floor, 1st Main Road, 8th Street, Tiruvallur Nagar, Kodungaiyur, Chennai 600118, Tamil Nadu, India (the "Company") and **Raja Abishek R** residing at **3/2,Patel road, Virudhunagar, 626001** having PAN number **EVBPR1692K** (the "Consultant") (hereinafter referred to individually as a "Party" and collectively as "the Parties") for the period of **Six months**, till **20 August 2024.**

WHEREAS the Company is in the business of Telecommunications and related services.

WHEREAS, the Consultant has expertise in **Technology - Network Applications Platform.**

WHEREAS the Company desires to engage the Consultant in the role of **Network Tester Intern** to provide certain services in Consultant's expertise and the Consultant is willing to provide such services to the Company.

NOW, THEREFORE, the Parties hereby agree as follows:

1. Engagement and Services

(a) Engagement. The Company hereby engages the Consultant to provide and perform the services set forth in Exhibit A attached hereto (the "Services"), and the Consultant hereby accepts the engagement.

(b) Standard of Services. All Services to be provided by consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a Consultant with the background and experience that Consultant has represented it has. The Company shall provide such access to its information, property and personnel as may be reasonably required in order to permit the Consultant to perform the Services.

(c) Tools, Instruments and Equipment. Company shall provide Consultant tools, instruments and equipment and place of performing the Services, unless otherwise agreed between the Parties.

(d) Representation and Warranty. Consultant represents and warrants to the Company that it is under no contractual or other restrictions or obligations which are inconsistent with the execution of this Agreement, or which will interfere with the performance of the Services.

2. Service Period

(a) Commencement. This Agreement shall commence on the Effective Date and shall remain in effect until the completion of the Services, or the earlier termination of this Agreement as provided in Article 2 (b) (the "Service Period").

(b) **Termination**: This Agreement may be terminated by the Company, without cause and without liability, by giving **30 calendar days** written notice of such termination to the Consultant. This Agreement may be terminated by either Party by giving 30 calendar days written notice of such termination to the other Party in the event of a material breach by the other Party. "Material breach" shall include: (i) any violation of the terms of Articles 1 (d), 3, 4, 5, 6, 8, 10 and 11.

(ii) Any other breach that a Party has failed to cure within 30 calendar days after receipt of written notice by the other Party, (iii) the death or physical or mental incapacity of Consultant or any key person performing the Services on its behalf as a result of which the Consultant or such key person becomes unable to continue the proper performance of the Services, (iv) an act of gross negligence or willful misconduct of a Party, and (v) the insolvency, liquidation or bankruptcy of a Party.

(c) Effect of Termination. Upon the effective date of termination of this Agreement, all legal obligations, rights and duties arising out of this Agreement shall terminate except for such legal obligations, rights and duties as shall have accrued prior to the effective date of termination and except as otherwise expressly provided in this Agreement.

3. Service Fee and Expenses

(a) Service Fee. In consideration of the Services to be rendered hereunder, the Company shall pay Consultant a Service fee of **Three lakhs rupees only [INR] (3,00,000/-)** per annum of Services provided to the Company with deductions as applicable.

(b) In addition to the monthly pay **(INR 20,000)**, you will be eligible for a bonus of **5,000** INR every month, this will be paid to you at the satisfactory completion of **1** year with us.

(c) Payment. The Company will transfer the monthly amount due detailing the services provided by the Consultant in the bank account of the Consultant directly at the end of every month Subjected to clearance from Finance team.

4. Work Product and License

(a) Defined. In this Agreement the term "Work Product" shall mean all work product generated by consultant solely or jointly with others in the performance of the Services, including, but not limited to, any and all information, notes, material, drawings, records, diagrams, formulae, processes, technology, firmware, software, know-how, designs, ideas, discoveries, inventions, improvements, copyrights, trademarks and trade secrets.

(b) Ownership. Consultant agrees to assign and does hereby assign to Company all right, title and interest in and to the Work Product. All Work Product shall be the sole and exclusive property of the Company and Consultant will not have any rights of any kind whatsoever in such Work Product.

Consultant agrees, at the request and cost of Company, to promptly sign, execute, make and do all such deeds, documents, acts and things as Company may reasonably require or desire to perfect Company's entire right, title, and interest in and to any Work Product.

Consultant will not make any use of any of the Work Product in any manner whatsoever without the Company's prior written consent. All Work Product shall be promptly communicated to Company.

(c) License. In the event that Consultant integrates any work that was previously created by the Consultant into any Work Product, the Consultant shall grant to, and Company is hereby granted, a worldwide, royalty-free, perpetual, irrevocable license to exploit the incorporated items, including, but not limited to, any and all copyrights, patents, designs, trade secrets, trademarks or other intellectual property rights, in connection with the Work Product in any manner that Company deems appropriate. Consultant warrants that it shall not knowingly incorporate into any Work Product any material that would infringe any intellectual property rights of any third party.

5. Confidential Information

(a) Defined. In this Agreement the term "Confidential Information" shall mean the Work Product and any and all in- formation relating to the Company's business, including, but not limited to, research, developments, product plans, products, services, diagrams, formulae, processes, techniques, technology, firmware, software, know-how, designs, ideas, discoveries, inventions, improvements, copyrights, trademarks, trade secrets, customers, suppliers, markets, marketing, finances disclosed by Company either directly or indirectly in writing, orally or visually, to Consultant. Confidential Information does not include information which:

(i) is in or comes into the public domain without breach of this Agreement by the Consultant,

(ii) was in the possession of the Consultant prior to receipt from the Company and was not acquired by the Consultant from the Company under an obligation of confidentiality or non-use,

(iii) is acquired by the Consultant from a third party not under an obligation of confidentiality or non-use to the Company, or

(iv) is independently developed by the Consultant without use of any Confidential Information of the Company

(b) Obligations of Non-Disclosure and Non-Use. Unless otherwise agreed to in advance and in writing by the Company, Consultant will not, except as required by law or court order, use the Confidential Information for any purpose whatsoever other than the performance of the Services or disclose the Confidential Information to any third party.

Consultant may disclose the Confidential Information only to those of its employees who need to know such information. In addition, prior to any disclosure of such Confidential Information to any such employee, such employee shall be made aware of the confidential nature of the Confidential Information and shall execute, or shall already be bound by, a non-disclosure agreement containing terms and conditions consistent with the terms and conditions of this Agreement. In any event, Consultant shall be responsible for any breach of the terms and conditions of this Agreement by any of its employees. Consultant shall use the same degree of care to avoid disclosure of the Confidential Information as it employs with respect to its own Confidential Information of like importance, but not less than a reasonable degree of care.

(c) Return of Confidential Information. Upon the termination or expiration of this Agreement for any reason, or upon Company's earlier request, Consultant will deliver to Company all of Company's property or Confidential Information in tangible form that Consultant may have in its possession or control. The Consultant may retain one copy of the Confidential Information in its legal files.

6. Interference with Business

(a) Non-Competition. During the term of this Agreement, Consultant will engage in no business or other activities which are, directly or indirectly, competitive with the business activities of the Company without obtaining the prior written consent of the Company.

(b) Non-Solicitation. Consultant agrees that for a period of one (1) year after termination of this Agreement, Consult- ant shall not:

(i) divert or attempt to divert from the Company any business of any kind in which it is engaged, including, without limitation, the solicitation of or interference with any of its suppliers or customers, or

(ii) employ, solicit for employment, or recommend for employment any person employed by the Company, during the Service Period and for a period of one (1) year thereafter.

7. Independent Contractor

The Consultant agrees that all Services will be rendered by it as an independent Consultant and that this Agreement does not create an employer-employee relationship between the Consultant and the Company. The Consultant shall have no right to receive any employee benefits provided by the Company to its employees. Consultant agrees to pay all taxes due in respect of the Service Fee and to indemnify the Company in respect of any obligation that may be imposed on the Company to pay any such taxes or resulting from Consultant's being determined not to be an independent Consultant. This Agreement does not authorize the Consultant to act for the Company as its agent or to make commitments on behalf of the Company.

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8. **Force Majeure**

Either Party shall be excused from any delay or failure in performance required hereunder if caused by reason of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, strikes, lock-outs or other serious labor disputes, riots, earthquakes, floods, explosions or other acts of nature.

The obligations and rights of the Party so excused shall be extended on a day-to-day basis for the time period equal to the period of such excusable interruption. When such events have abated, the Parties' respective obligations hereunder shall resume.

In the event the interruption of the excused Party's obligations continues for a period in excess of 10 calendar days, either Party shall have the right to terminate this Agreement upon 15 calendar days' prior written notice to the other Party.

9. **Non-Publicity**

Each of Company and Consultant agree not to disclose the existence or contents of this Agreement to any third party without the prior written consent of the other Party except: (i) to its advisors, attorneys or auditors who have a need to know such information, (ii) as required by law or court order, (iii) as required in connection with the reorganization of a Party, or its merger into any other corporation, or the sale by a Party of all or substantially all of its properties or assets, or (iv) as may be required in connection with the enforcement of this Agreement.

10. **Assignment**

The Services to be performed by Consultant hereunder are personal in nature, and Company has engaged Consult- ant as a result of Consultant's expertise relating to such Services. Consultant, therefore, agrees that it will not assign, sell, transfer, delegate or otherwise dispose of this Agreement or any right, duty or obligation under this Agreement without the Company's prior written consent. Nothing in this Agreement shall prevent the assignment by the Company of this Agreement or any right, duty or obligation hereunder to any third party.

11. **Injunctive Relief**

Consultant acknowledges that a violation of Article 5 or 6 would cause immediate and irreparable harm to the Company for which money damages would be inadequate. Therefore, the Company will be entitled to injunctive relief for Consultant's breach of any of its obligations under the said Articles without proof of actual damages and without the posting of bond or other security. Such remedy shall not be deemed to be the exclusive remedy for such violation but shall be in addition to all other remedies available at law or in equity.

12. **Governing Law and Dispute Resolution**

This Agreement shall be governed by and construed in accordance with the laws of Republic of India, without giving effect to any choice of law or conflict of law provisions. The Parties consent to the Tamilnadu jurisdiction and in the city of Chennai.

13. **General**

This Agreement constitutes the entire agreement of the Parties on the subject hereof and supersedes all prior understandings and instruments on such subject. This Agreement may not be modified other than by a written instrument executed by duly authorized representatives of the Parties. Renewal of this agreement is at sole discretion of the company with one-month notice period.

No waiver of any provision of this Agreement shall constitute a waiver of any other provision(s) or of the same provision on another occasion. Failure of either Party to enforce any provision of this Agreement shall not constitute a waiver of such provision or any other provision(s) of this Agreement.

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Should any provision of this Agreement be held by a court of competent jurisdiction to be illegal, invalid or unenforceable, such provision may be modified by such court in compliance with the law giving effect to the intent of the Parties and enforced as modified. All other terms and conditions of this Agreement shall remain in full force and effect and shall be construed in accordance with the modified provision.

14. **Survival of Provisions**

The following provision of this Agreement shall survive the termination of this Agreement: Articles 2 (c), 3, 4, 5, 6 (b), 7, 8, 10 and 15 and all other provisions of this Agreement that by their nature extend beyond the termination of this Agreement.

IN WITNESS WHEREOF, and intending to be legally bound, the Parties have duly executed this Agreement by their authorized representatives as of the date first written above.

Signed Suresh Kumar
Suresh Kumar (Feb 20, 2024 19:11 GMT+5.5)

Dated 02/20/2024

Suresh Kumar

Director – India Operations

I, Raja Abishek agree to the terms and conditions set out above.

Signed Raja Abishek
Raja Abishek (Feb 21, 2024 12:13 GMT+5.5)

Date: 02/21/2024

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Exhibit A

Agreed Upon Services

Role Purpose

- To Monitor the Health of the system, Maintain the Quality of Experience for the End User by Monitoring Metrics reported from Legacy TDM Components to the new age Micro Services hosted in containerized Public Cloud Environment, requiring attention and action to route the Alarm and Alerts to the appropriate Team to minimize impact on Performance and Availability. Incident Management. Routine Task Automation. Cloud Operations and Analytics.

Key Responsibilities:

- 24/7*365 Monitoring of the following (but not limited to):
  - Infrastructure Monitoring e.g. Network Circuits, Servers (Date Centre Hosted & Cloud Host)
  - Application Monitoring e.g. New Relic, PRTG, etc.
  - Business Monitoring e.g. Volume Drop in Calls, Top-ups, Opt-in, etc.
- Perform Troubleshooting to determine the Impact of Issue triggered through Alert / Alarm.
- Driving Major Incidents till resolution, Major Incident Communication to Stakeholders.
- Major incident central point of contact and control and Ensuring all necessary parties are engaged.
- SLA and Performance reporting
- Trend analysis and identification to feed back into relevant teams to mitigate or prevent future issues.
- Provide in depth technical experience and guidance to other team members.
- Exploring the Gaps in Current Monitoring System and service not brought under Monitoring.
- Establish and maintain relationships with key internal stakeholders and external partners and vendors
- Act as a technical resource as and when required with project to change or upgrade parts of our environment
- Reviewing and improving operational processes, procedures and documentation associated with the operations of these systems.
- Ensuring that all security policies and procedures are followed without exception, reporting any deficiencies or non-compliance.

Direct Contract_Raja Abishek R_Network Tester Intern_21 February 2024

Final Audit Report 2024-02-21

Created:	2024-02-20
By:	Bharanitharan Raja (bharanitharan.raja@lebara.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAC2GYvfj604H4XygWQFqMQP2I4O37oSdw

"Direct Contract_Raja Abishek R_Network Tester Intern_21 February 2024" History

Document created by Bharanitharan Raja (bharanitharan.raja@lebara.com)
2024-02-20 - 12:05:44 PM GMT

Document emailed to Suresh Kumar (suresh.kumar@lebara.com) for signature
2024-02-20 - 12:05:49 PM GMT

Email viewed by Suresh Kumar (suresh.kumar@lebara.com)
2024-02-20 - 1:38:20 PM GMT

Document e-signed by Suresh Kumar (suresh.kumar@lebara.com)
Signature Date: 2024-02-20 - 1:41:15 PM GMT - Time Source: server

Document emailed to Raja Abishek (abishekgopal18yt@gmail.com) for signature
2024-02-20 - 1:41:17 PM GMT

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2024-02-21 - 6:11:40 AM GMT

Document e-signed by Raja Abishek (abishekgopal18yt@gmail.com)
Signature Date: 2024-02-21 - 6:43:36 AM GMT - Time Source: server

Agreement completed.
2024-02-21 - 6:43:36 AM GMT

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240274**

Date of Issue: 3-Jul-2024

Dear Naveenkumar R,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: _____

QUEST
BORN TO ENGINEER

*Disclaimer: ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240265** Date of Issue: 3-Jul-2024

Dear Ajith S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: Ajith S.

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240277** Date of Issue: 3-Jul-2024

Dear Ganeshmoorthi S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: _____

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240261** Date of Issue: 3-Jul-2024

Dear Govardhan K K,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: _____

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240254** Date of Issue: 3-Jul-2024

Dear Kamalesh S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: Kamalesh S

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240270** Date of Issue: 3-Jul-2024

Dear Kaviya M,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: Kaviya.M

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240252** Date of Issue: 3-Jul-2024

Dear Rajmohan S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: _____

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240280** Date of Issue: 3-Jul-2024

Dear Sathappan L,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: _____

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

QUEST
BORN TO ENGINEER

Letter of Intent

Doc Ref. No.: **QC20240257** Date of Issue: 3-Jul-2024

Dear Sivaguru T,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading Engineering Services Provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond:** 2 years (An agreement between QuEST and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Manager - University Relations

Candidate Signature: _____

QUEST
BORN TO ENGINEER

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Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex .GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

IT SOLUTIONS PVT LTD

Date: 12, Sep 2024

Intent to Offer

Dear Abiraj

Congratulations!

We are pleased to record this intent to offer for the position **UI/UX Designer** with M8 IT Solutions Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

IT SOLUTIONS PVT LTD

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For M8 IT Solutions Pvt. Ltd,



Dharmaraj Ravikumar

Director

I have read this Offer of Intent and accept the stipulated terms and conditions



Signature

Encl: Annexure

IT SOLUTIONS PVT LTD

ANNEXURE A

SALARY DISTRIBUTION

Name:	**Abiraj A K**	
Designation:	**UI/UX Designer**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	9,500	114,000
HRA	4,125	49,500
Basket of Allowances (BOA)	8,375	100,500
Statutory Bonus	1,200	14,400
Gross Salary	**23,200**	**278,400**
Provident Fund (PF)	1,800	21,600
Retirals	**1,800**	**21,600**
Cost to Company (CTC)	**25,000**	**300,000**

IT SOLUTIONS PVT LTD

Date: 12, Sep 2024

Intent to Offer

Dear Madheshwaran

Congratulations!

We are pleased to record this intent to offer for the position **UI/UX Designer** with M8 IT Solutions Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

IT SOLUTIONS PVT LTD

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For M8 IT Solutions Pvt. Ltd,

Dharmaraj

Dharmaraj Ravikumar

Director

I have read this Offer of Intent and accept the stipulated terms and conditions

Madheshwaran V

Signature

Encl: Annexure

IT SOLUTIONS PVT LTD

ANNEXURE A

SALARY DISTRIBUTION

Name:	**Madheshwaran V**	
Designation:	**UI/UX Designer**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	9,500	114,000
HRA	4,125	49,500
Basket of Allowances (BOA)	8,375	100,500
Statutory Bonus	1,200	14,400
Gross Salary	**23,200**	**278,400**
Provident Fund (PF)	1,800	21,600
Retirals	**1,800**	**21,600**
Cost to Company (CTC)	**25,000**	**300,000**

Registered Office
185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

August 07, 2024

Dear Kamalesh V,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a **"Associate Technical Consultant"**. We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. Your CTC will be Rs 2,84,400/-.A copy of the same is to be signed and submitted by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

R. Prabhavathi

Prabhavathi Macheri Shanker
Director, Vuram

Kamalesh

Registered Office
185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

Offer Details

Appointment & Compensation

1. Your employment start date will be informed.
2. You will be on training and probation for the first six full calendar months of your employment.
3. During this period, you will earn a total of Rs. 21,900/month. This amount will be credited to your bank account on the last working day of the month.
4. Your salary breakdown will be as follows:

Category	Monthly Pay(INR)	Annually (INR)
Basic	11,700.00	1,40,400
House Rent Allowance	5,850.00	70,200
Commutation Allowance	1,600.00	19,200
Medical Allowance	1,250.00	15,000
Internet Allowance	1,000.00	12,000
Fitness Allowance	500.00	6000
Gross Salary [#]	***21,900.00***	***2,62,800***
Employer PF Contribution	1,800.00	21,600
Total (CTC)	***23,700.00***	***2,84,400***

[#] Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

Registered Office
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Virugambakkam Chennai 600 092 TN India
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CIN U72900TN2010PTC077255

August 07, 2024

Dear Mohammed Jashem S,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a **"Associate Technical Consultant"**. We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. Your CTC will be Rs 2,84,400/-.A copy of the same is to be signed and submitted by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

Prabhavathi Macheri Shanker
Director, Vuram

Registered Office
185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

Offer Details

Appointment & Compensation

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2. You will be on training and probation for the first six full calendar months of your employment.
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Internet Allowance	1,000.00	12,000
Fitness Allowance	500.00	6000
Gross Salary [#]	***21,900.00***	***2,62,800***
Employer PF Contribution	1,800.00	21,600
Total (CTC)	***23,700.00***	***2,84,400***

[#] Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

Registered Office
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Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

August 07, 2024

Dear Subash Kumar K,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a **"Associate Technical Consultant"**. We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. Your CTC will be Rs 2,84,400/-.A copy of the same is to be signed and submitted by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

Prabhavathi Macheri Shanker
Director, Vuram

Subash Kumar

Services, Redefined.

Registered Office
185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

Offer Details

Appointment & Compensation

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Medical Allowance	1,250.00	15,000
Internet Allowance	1,000.00	12,000
Fitness Allowance	500.00	6000
Gross Salary [#]	***21,900.00***	***2,62,800***
Employer PF Contribution	1,800.00	21,600
Total (CTC)	***23,700.00***	***2,84,400***

[#] Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

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Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

August 07, 2024

Dear Selventhan K B,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a **"Associate Technical Consultant"**. We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. Your CTC will be Rs 2,84,400/-.A copy of the same is to be signed and submitted by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

Prabhavathi Macheri Shanker
Director, Vuram

Registered Office
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CIN U72900TN2010PTC077255

Offer Details

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Internet Allowance	1,000.00	12,000
Fitness Allowance	500.00	6000
Gross Salary [#]	***21,900.00***	***2,62,800***
Employer PF Contribution	1,800.00	21,600
Total (CTC)	***23,700.00***	***2,84,400***

[#] Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

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7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

Haqto Technologies

22nd Aug 2024

To

Mr. Mohanraj. S,
No: 67B , Thippampatti,
Pochampalli, Krishnagiri.

Dear **Mr. Mohanraj,**

This is with reference to the discussions you had with us. We are pleased to offer you the position of **"Web Designer"** in our company.

Your work location will be **Coimbatore.**

You will be in probation for a maximum period of six months from the date of joining. During the probation period you will be in training which would include on the job experience. You can be confirmed any time during the probation period based on your performance as evaluated by the organization.

Take note that the Performance Based Incentive* will come into effect only from the date of confirmation.

Your Annual salary has been structured as under:

Particulars	Annually (INR)
Basic	1,40,000
House Rent Allowance	60,000
Other Allowance	60,000
Total	**2,60,000**
Performance Based Incentive *	24,000
Total CTC	**2,60,000**

Your first salary credit will take place only after all the joining formalities as specified by the organization are completed. In case you decide to leave before completion of all the formalities you will not be paid any salary for the period of your stay at Yalamanchili.

Please sign in duplicate of this letter as a token of your acceptance. This offer is valid for a period of fifteen days from the date hereof and is subject to reference checks, failing which, the offer stands cancelled.

We have the pleasure in welcoming you to Haqto Technologies forward to a lasting and mutually beneficial relationship.

Yours truly,

Selvaraj

Selvaraj Mohanakrishnan
Director

Haqto Technologies

22nd Aug 2024

To

Mr. Sri Santhosh N
1/61, West Street Villa,
Thanjore- 613006

This is with reference to the discussions you had with us. We are pleased to offer you the position of **"Web Designer"** in our company.

Your work location will be **Coimbatore.**

You will be in probation for a maximum period of six months from the date of joining. During the probation period you will be in training which would include on the job experience. You can be confirmed any time during the probation period based on your performance as evaluated by the organization.

Take note that the Performance Based Incentive* will come into effect only from the date of confirmation.

Your Annual salary has been structured as under:

Particulars	Annually (INR)
Basic	1,40,000
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Other Allowance	60,000
Total	**2,60,000**
Performance Based Incentive *	24,000
Total CTC	**2,60,000**

Your first salary credit will take place only after all the joining formalities as specified by the organization are completed. In case you decide to leave before completion of all the formalities you will not be paid any salary for the period of your stay at Yalamanchili.

Please sign in duplicate of this letter as a token of your acceptance. This offer is valid for a period of fifteen days from the date hereof and is subject to reference checks, failing which, the offer stands cancelled.

We have the pleasure in welcoming you to Haqto Technologies forward to a lasting and mutually beneficial relationship.

Yours truly,

Selvaraj

Selvaraj Mohanakrishnan
Director

onmobile

OFFER LETTER

Jul 10, 2024

Dear S SRI DHARAN,

We are pleased to offer you employment as **Trainee - App Development** at OnMobile Global Ltd (the Company). You will be required to report for work on or before **July 12, 2024**. You will be based out of the SEZ unit of OnMobile which is located at IV Floor,Sy.Nos.20/2 and 21 (Parts), Adarsh Prime Projects Pvt Ltd, SEZ Devarabisanahalli Village, Varthur Hobli, Outer Ring Road, Bangalore East Taluk, Bangalore -560103 or such other offices that we may notify you from time to time based on the Company's requirement.

You will be on probation for an initial period of **180 Days**. Confirmation of your services will depend on the successful completion of your confirmation review.

Your Cost to the Company (CTC) will be **INR 255,500/-** per annum ***(INR Two Lakh Fifty Five Thousand Five Hundred Only)***.

Your employment with Company is subject to the successful background verification of all the information provided by you as part of the joining process. In case of any discrepancy with respect to the background verification, the Company reserves the right to end your employment.

Please confirm your acceptance by signing a copy of this offer letter and returning the same to our recruitment team on or before **Jul 11, 2024.**

Please refer to **Annexure I** for break-up of your Cost to the Company (CTC) and **Annexure II** for details on documents you need to present on the day of your joining.

Looking forward to having you on board.

Yours sincerely,

For **OnMobile Global Ltd**

Rajesh Pandey
Global Head - Human Resources

onmobile

ANNEXURE - I

Name	S Sri dharan
Job Band	T1
Designation	Trainee – App Development

Salary Components	Description	Per Annum (INR)
(a) Basic	45% of FC, which is fully taxable	112,500
(b) House Rent Allowance (HRA)	50% of Basic as per maximum tax benefit limit	56,256
(c) Conveyance Allowance (CA)	19,200 as per maximum tax benefit limit	19,200
(d) Medical Allowance	15,000 as per maximum tax benefit limit	15,000
(e) Leave Travel Allowance (LTA)	One Month FC, tax benefit for LTA can be availed only for domestic travel. One journey in two years or two journeys in a block of 4 years. The current block is Jan'14 to Dec'17	20,832
(f) Statutory Bonus	292 as per minimum statutory bonus limit	3,504
(g) Special Allowance	Balancing Figure, which is fully taxable	9,208
Gross Compensation (GC)	**Sum of all the components from (a) to (g)**	**236,500**
(h) Provident Fund (PF)	Employer's Contribution @ 12% of Basic	13,500
Fixed Compensation (FC)	**GC + (h)**	**250,000**
Gratuity	4.81% of Basic is contributed to the Gratuity Fund and is payable to you as per the Payment of Gratuity Act, 1972 on cessation of your employment after at least 5 years of continuous service with the Company	5,500
Cost to Company (CTC)	**FC + Gratuity**	**255,500**

BENEFITS OVER & ABOVE CTC:

1. Medical Insurance: Insurance coverage for employee & family members (max. of 6 including self) under the Mediclaim Insurance of INR300,000/-
2. Accident Insurance: Accident insurance coverage for all employees under the Group Insurance scheme of INR1,000,000/-
3. Life Insurance: Eligibility based on Job Band

NOTE:

1. Net Monthly Take Home salary is subject to deduction of Professional Tax, Provident Fund and Income Tax as applicable

For **OnMobile Global Ltd**

Rajesh Pandey
Global Head - Human Resources

Read and Accepted: Signature & Name **Date** **Place**

onmobile

ANNEXURE - II

You are required to carry along with you in Original and a photocopy each of the following documents mandatorily at the time of Joining.

1. Relieving & Experience Letter from your previous Organisations if applicable
2. Marks Sheets & Certificates – (10th and 12th Class & Graduation/Post Graduation/Diploma)
3. Proof of Address and Age (Photostat of Passport and Driving Licence or Voter's ID)
4. Immediate Family's dates of birth –i.e. Father, Mother, Spouse & Children
5. Permanent Account Number (PAN) card
6. Blood Group
7. Passport Size photographs (4 No's).

onmobile

OFFER LETTER

Jul 10, 2024

Dear M VISHWA,

We are pleased to offer you employment as **Trainee - App Development** at OnMobile Global Ltd (the Company). You will be required to report for work on or before **July 12, 2024**. You will be based out of the SEZ unit of OnMobile which is located at IV Floor,Sy.Nos.20/2 and 21 (Parts), Adarsh Prime Projects Pvt Ltd, SEZ Devarabisanahalli Village, Varthur Hobli, Outer Ring Road, Bangalore East Taluk, Bangalore -560103 or such other offices that we may notify you from time to time based on the Company's requirement.

You will be on probation for an initial period of **180 Days**. Confirmation of your services will depend on the successful completion of your confirmation review.

Your Cost to the Company (CTC) will be **INR 255,500/-** per annum ***(INR Two Lakh Fifty Five Thousand Five Hundred Only)***.

Your employment with Company is subject to the successful background verification of all the information provided by you as part of the joining process. In case of any discrepancy with respect to the background verification, the Company reserves the right to end your employment.

Please confirm your acceptance by signing a copy of this offer letter and returning the same to our recruitment team on or before **Jul 11, 2024.**

Please refer to **Annexure I** for break-up of your Cost to the Company (CTC) and **Annexure II** for details on documents you need to present on the day of your joining.

Looking forward to having you on board.

Yours sincerely,

For **OnMobile Global Ltd**

Rajesh Pandey
Global Head - Human Resources

onmobile

ANNEXURE - I

Name	M Vishwa
Job Band	T1
Designation	Trainee – App Development

Salary Components	Description	Per Annum (INR)
(a) Basic	45% of FC, which is fully taxable	112,500
(b) House Rent Allowance (HRA)	50% of Basic as per maximum tax benefit limit	56,256
(c) Conveyance Allowance (CA)	19,200 as per maximum tax benefit limit	19,200
(d) Medical Allowance	15,000 as per maximum tax benefit limit	15,000
(e) Leave Travel Allowance (LTA)	One Month FC, tax benefit for LTA can be availed only for domestic travel. One journey in two years or two journeys in a block of 4 years. The current block is Jan'14 to Dec'17	20,832
(f) Statutory Bonus	292 as per minimum statutory bonus limit	3,504
(g) Special Allowance	Balancing Figure, which is fully taxable	9,208
Gross Compensation (GC)	**Sum of all the components from (a) to (g)**	**236,500**
(h) Provident Fund (PF)	Employer's Contribution @ 12% of Basic	13,500
Fixed Compensation (FC)	**GC + (h)**	**250,000**
Gratuity	4.81% of Basic is contributed to the Gratuity Fund and is payable to you as per the Payment of Gratuity Act, 1972 on cessation of your employment after at least 5 years of continuous service with the Company	5,500
Cost to Company (CTC)	**FC + Gratuity**	**255,500**

BENEFITS OVER & ABOVE CTC:

1. Medical Insurance: Insurance coverage for employee & family members (max. of 6 including self) under the Mediclaim Insurance of INR300,000/-
2. Accident Insurance: Accident insurance coverage for all employees under the Group Insurance scheme of INR1,000,000/-
3. Life Insurance: Eligibility based on Job Band

NOTE:

1. Net Monthly Take Home salary is subject to deduction of Professional Tax, Provident Fund and Income Tax as applicable

For **OnMobile Global Ltd**

Rajesh Pandey
Global Head - Human Resources

M. Vishwa

Read and Accepted: Signature & Name _____ **Date** _____ **Place**

onmobile

ANNEXURE - II

You are required to carry along with you in Original and a photocopy each of the following documents mandatorily at the time of Joining.

1. Relieving & Experience Letter from your previous Organisations if applicable
2. Marks Sheets & Certificates – (10th and 12th Class & Graduation/Post Graduation/Diploma)
3. Proof of Address and Age (Photostat of Passport and Driving Licence or Voter's ID)
4. Immediate Family's dates of birth –i.e. Father, Mother, Spouse & Children
5. Permanent Account Number (PAN) card
6. Blood Group
7. Passport Size photographs (4 No's).

onmobile

OFFER LETTER

Jul 10, 2024

Dear S UDHAYA KUMAR,

We are pleased to offer you employment as **Trainee - App Development** at OnMobile Global Ltd (the Company). You will be required to report for work on or before **July 12, 2024**. You will be based out of the SEZ unit of OnMobile which is located at IV Floor,Sy.Nos.20/2 and 21 (Parts), Adarsh Prime Projects Pvt Ltd, SEZ Devarabisanahalli Village, Varthur Hobli, Outer Ring Road, Bangalore East Taluk, Bangalore -560103 or such other offices that we may notify you from time to time based on the Company's requirement.

You will be on probation for an initial period of **180 Days**. Confirmation of your services will depend on the successful completion of your confirmation review.

Your Cost to the Company (CTC) will be **INR 255,500/-** per annum ***(INR Two Lakh Fifty Five Thousand Five Hundred Only)***.

Your employment with Company is subject to the successful background verification of all the information provided by you as part of the joining process. In case of any discrepancy with respect to the background verification, the Company reserves the right to end your employment.

Please confirm your acceptance by signing a copy of this offer letter and returning the same to our recruitment team on or before **Jul 11, 2024.**

Please refer to **Annexure I** for break-up of your Cost to the Company (CTC) and **Annexure II** for details on documents you need to present on the day of your joining.

Looking forward to having you on board.

Yours sincerely,

For **OnMobile Global Ltd**

Rajesh Pandey
Global Head - Human Resources

onmobile

ANNEXURE - I

Name	S Udhaya Kumar
Job Band	T1
Designation	Trainee – App Development

Salary Components	Description	Per Annum (INR)
(a) Basic	45% of FC, which is fully taxable	112,500
(b) House Rent Allowance (HRA)	50% of Basic as per maximum tax benefit limit	56,256
(c) Conveyance Allowance (CA)	19,200 as per maximum tax benefit limit	19,200
(d) Medical Allowance	15,000 as per maximum tax benefit limit	15,000
(e) Leave Travel Allowance (LTA)	One Month FC, tax benefit for LTA can be availed only for domestic travel. One journey in two years or two journeys in a block of 4 years. The current block is Jan'14 to Dec'17	20,832
(f) Statutory Bonus	292 as per minimum statutory bonus limit	3,504
(g) Special Allowance	Balancing Figure, which is fully taxable	9,208
Gross Compensation (GC)	**Sum of all the components from (a) to (g)**	**236,500**
(h) Provident Fund (PF)	Employer's Contribution @ 12% of Basic	13,500
Fixed Compensation (FC)	**GC + (h)**	**250,000**
Gratuity	4.81% of Basic is contributed to the Gratuity Fund and is payable to you as per the Payment of Gratuity Act, 1972 on cessation of your employment after at least 5 years of continuous service with the Company	5,500
Cost to Company (CTC)	**FC + Gratuity**	**255,500**

BENEFITS OVER & ABOVE CTC:

1. Medical Insurance: Insurance coverage for employee & family members (max. of 6 including self) under the Mediclaim Insurance of INR300,000/-
2. Accident Insurance: Accident insurance coverage for all employees under the Group Insurance scheme of INR1,000,000/-
3. Life Insurance: Eligibility based on Job Band

NOTE:

1. Net Monthly Take Home salary is subject to deduction of Professional Tax, Provident Fund and Income Tax as applicable

For **OnMobile Global Ltd**

Rajesh Pandey
Global Head - Human Resources

S. Udhayakumar

Read and Accepted: Signature & Name **Date** **Place**

onmobile

ANNEXURE - II

You are required to carry along with you in Original and a photocopy each of the following documents mandatorily at the time of Joining.

1. Relieving & Experience Letter from your previous Organisations if applicable
2. Marks Sheets & Certificates – (10th and 12th Class & Graduation/Post Graduation/Diploma)
3. Proof of Address and Age (Photostat of Passport and Driving Licence or Voter's ID)
4. Immediate Family's dates of birth –i.e. Father, Mother, Spouse & Children
5. Permanent Account Number (PAN) card
6. Blood Group
7. Passport Size photographs (4 No's).

Date: 10 -Apr-2024

Ref:SkyRaan/Campus/2024

Name: SRIVIDHAN K

College: HICET

Offer of Intent

Congratulations!

We are pleased to make you this offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this Offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter, which will outline the specific employment terms and conditions. Please note this Offer is not an offer or offer of employment or a legally binding contract of employment.

The contents of this Offer are strictly between you and SkyRaan Technologies. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Not having more than 4 re-attempts during your B.E/B.Tech and Diploma and securing an average of 60% and above across all semesters
- Passing the final year examination of B.E/B.Tech in the first attempt
- Securing 60% and above in SSC,HSC and /or Diploma
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not having more than one year of academic gap

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history,SkyRaan Technologies reserves the right to revoke this Offer of Intent without any notice.

This Offer is also contingent upon us working together to determine an appropriate start date for your employment.Your CTC will be **2,50,000/-** per year.The training is for a period of one year comprising of class-room/on the job training. The date of commencement of training and venue for reporting will be intimated to you one month in advance.

You will be continuously assessed during your training. If you do not complete the class room/on the job training to our satisfaction, your appointment automatically stands cancelled. This will be considered as breakage of service agreement and you will need to pay the amount mentioned.

The Company provides limited shared accommodation to all outstation candidates, as an option to them, on first come basis during the classroom training at a charge equal to the cost of facilities.

On successful completion of training, you will be posted/ transferred to any of our proposed SEZ/Customer Sites across India. In case the location has a location specific allowance, the same will be made applicable to you as per Company policy.

Your employment will be governed by the rules, regulations and policies of the Company.

If the above stated terms are acceptable to you, kindly take a print, sign and send this Offer of Intent within thirty (30) days from the date of issue. If we do not receive your acceptance within thirty (30) days, this Offer of Intent will be deemed to have been rejected by you.

Kindly address all your correspondence/queries to: - info@skyraan.com

Looking forward to a long and fruitful association with you.

Yours faithfully,

ForSkyraan Technologies

sonia raj

Sonia Raj
HR Manager

Prodapt powering global telecom

October 03, 2024

To

Mr. Saravana Raja G,
2/726,B Sp Garden,
SR Nagar (South)
Andipalayam,
Tirupur - 641687.

Dear Saravana Raja,

Sub: Letter of Intent

Thank you for your interest shown in building your career with us. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been provisionally selected for the position of **"Junior Software Engineer".** You will be notified at a later date with regard to your expected date of joining and on boarding related formalities. Your CTC will be **2,50,000/-** per annum.

Please note that this offer is contingent upon your successful completion of your ongoing education resulting in a proof/documentation supporting such completion on the day of your joining Prodapt.

Please indicate your acceptance by signing this letter and forwarding a scanned copy to campusconnect@prodapt.com on or before **October 05, 2024.**

For more information about our company, please visit us at www.prodapt.com.

Please do not hesitate to call us or email to campusconnect@prodapt.com for any information you may need.

Wishing you good luck.

Look forward to your joining Team Prodapt.

Yours sincerely,

Ravindran M (e-sign)
Associate Director – Human Resources

Prodapt Solutions Private Limited
Prince Infocity II, 4th Floor
No. 283/4, Rajiv Gandhi Salai (OMR)
Kandanchavadi, Chennai - 600096 INDIA
CIN : U30007TN1999PTC041798

T : +91 44 4903 3000
F : +91 44 4903 3010
www.prodapt.com
info@prodapt.com

Arffy Technologies Private Limited
No.178/1, Ranganatha Layout, Bannerghatta,
Bengaluru, Karnataka, 560083CIN:
U72900KA2022PTC169017

7th February 2024

M Saravanan,
5/178, Pillayar Kovil Street
Vellapanadaroor, Kadayanaluur Taluk,
Tenkasi District

Dear Saravanan,

On behalf of Arffy Technologies Private Ltd., we are elated to inform you that you have been selected for the position of internship with our company. On your acceptance of this offer letter, you will be required to join the organization from 12th February 2024 and you will be reporting to Mr Selva Vignesh.

We would like to inform you that the duration of this internship will be 3 months and it will be an unpaid internship. During this time, your employment status with Arffy Technologies Private Ltd. will be temporary and therefore, you will not be entitled for kind of privileges that other employees of the company are entitled to.

Your internship will end on May 12th , 2024. We would also like to highlight that the company holds complete rights to terminate your internship anytime during this period with or without any reason.Your CTC will be **2,00,000/-** per annum

During your internship, you will get access to different kinds of confidential information about the company and by accepting this offer letter, you agree that you will take complete care in maintaining the confidentiality of all the information the you come across and by any means, you will not be using it for any kind of personal benefits or reasons other than work related tasks. On completion of your internship, you will be required to handover all the official documents, laptop and other company possessions that will be given to you during your internship.

By accepting this offer letter, you agree to all the terms and conditions that have been mentioned above and you agree that you will be following all the rules and regulations at the company and you will also be observing all the practices and policies that define the working and conduct at the company.

We look forward to have you onboard and we are hopeful that this association will be mutually beneficial to both the parties. You will need to express your acceptance to the appointment as intern with our company by signing the copy of this document and sharing it with us by post/mail.

Congratulations and Welcome Aboard !!!!!

Arffy Technologies Private Limited
No.178/1, Ranganatha Layout, Bannerghatta,
Bengaluru, Karnataka, 560083CIN:
U72900KA2022PTC169017

For Arffy Technologies Private Limited

Chitra Devi M,

Human Resources Manager

ARFFY TECHNOLOGIES PVT LTD Bengaluru -560083

Accepted by

M Saravanan

TEKNOTURF

25, September 2024

Dear Dinesh Kumar C,

We are pleased to offer you employment as **Junior Software Engineer** at **Teknoturf Info Services Pvt Ltd** (the Company). You will be required to report for work on or before **Oct 4, 2024**. You will be based out of Teknoturf which is located at 51, Kalingarayan St, Ram Nagar, Coimbatore, Tamil Nadu 641009 or such other offices that we may notify you from time to time based on the Company's requirement.

Your Cost to the Company (CTC) will be **INR 1,88,400/-** per annum ***(INR One Lakh Eighty Eight Thousand Four Hundred Only)***.

Your employment with Company is subject to the successful background verification of all the information provided by you as part of the joining process. In case of any discrepancy with respect to the background verification, the Company reserves the right to end your employment.

Please confirm your acceptance by signing a copy of this offer letter and returning the same to our recruitment team on or before **30,September 2024.**

Please provide the following for our records at the time of joining.

1. 3 passport size photographs
2. Any valid government proof for Photo Identity, Address & Age proof
3. Attested copies of all your degrees, diplomas and transcripts
4. Experience letter from previous employers
5. Relieving letter from last employer in original

All the above paperwork should be submitted to us at the time of you joining our organization.

Please do not hesitate to contact the under signed in case of any questions. Looking forward to working with you.

Yours sincerely,
For **Teknoturf Info Services**

nirmala

Nirmala
Human Resources

TEKNOTURF

25, September 2024

Dear Mathavan D,

We are pleased to offer you employment as **Junior Software Engineer** at **Teknoturf Info Services Pvt Ltd** (the Company). You will be required to report for work on or before **Oct 4, 2024**. You will be based out of Teknoturf which is located at 51, Kalingarayan St, Ram Nagar, Coimbatore, Tamil Nadu 641009 or such other offices that we may notify you from time to time based on the Company's requirement.

Your Cost to the Company (CTC) will be **INR 1,88,400/-** per annum ***(INR One Lakh Eighty Eight Thousand Four Hundred Only)***.

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2. Any valid government proof for Photo Identity, Address & Age proof
3. Attested copies of all your degrees, diplomas and transcripts
4. Experience letter from previous employers
5. Relieving letter from last employer in original

All the above paperwork should be submitted to us at the time of you joining our organization.

Please do not hesitate to contact the under signed in case of any questions. Looking forward to working with you.

Yours sincerely,
For **Teknoturf Info Services**

nirmala

Nirmala
Human Resources

TEKNOTURF

25, September 2024

Dear Sri Ram R,

We are pleased to offer you employment as **Junior Software Engineer** at **Teknoturf Info Services Pvt Ltd** (the Company). You will be required to report for work on or before **Oct 4, 2024**. You will be based out of Teknoturf which is located at 51, Kalingarayan St, Ram Nagar, Coimbatore, Tamil Nadu 641009 or such other offices that we may notify you from time to time based on the Company's requirement.

Your Cost to the Company (CTC) will be **INR 1,88,400/-** per annum ***(INR One Lakh Eighty Eight Thousand Four Hundred Only)***.

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3. Attested copies of all your degrees, diplomas and transcripts
4. Experience letter from previous employers
5. Relieving letter from last employer in original

All the above paperwork should be submitted to us at the time of you joining our organization.

Please do not hesitate to contact the under signed in case of any questions. Looking forward to working with you.

Yours sincerely,
For **Teknoturf Info Services**

nirmala

Nirmala
Human Resources

Coimbatore
India

Objectways

Letter of Offer

Date 03-05-2024
Place Coimbatore

Congratulations!

Dear **Vaishnavi R,**

This letter is to offer you and invite you to join the organization with the designation of **Analyst.**

We are very excited to meet you in person in our workplace and welcome you into our organization where you can dream big and dedicate yourself to the organization to discover your future.

In connection with your selection and joining process into the organization,
During the first 3 months you will be serving a probation period, where you will undergo various training programs also get to know the organization's culture, and adoption of the job role will be observed by the Project Manager and HR.

Your Annual Compensation as per discussion and interview performance is **₹ 1,68,000.00 Cost To the Company (CTC)** and added employee benefits are applicable as per the organization standards and based on your designation will be availed.

We expect you to join us on **(06th May 2024) at 09:00 AM** IST and for further communication, our HR team will keep you informed.

We are looking forward to having you on board. Wishing you good luck. Thank You.

On behalf of Objectways Technologies

Thanghapantieyaan A K
Manager Human Resources

Acceptance:-
I hereby accept the offer and looking forward to join the organisation.

Signature: Vaishnavi R Date: 03/05/2024

+91-984-342-6072
+1-800-619-1584
www.objectways.com
hrm@objectways.com
29B, K.P.Nagar, Karur,
Tamil Nadu 639002
KARUR | COIMBATORE

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.

HICET \www.hicet.ac.in

Report for Seminar on "Overseas Education "Study Abroad.

Name of the Faculty : Ms.R.Gayathiri,B.Bharathi Kannan	
Department : AIML& CSE	Designation : Assistant Professor
Name of the Event: Seminar on "Overseas Education "Study Abroad.	
Level : College	
Venue / Mode: Ganga Hall	
No. of Days : 1	Dates : 4.4.2024
Funded by : Nil	
No. of Participants : 110	Registration charges (if any) :Nil
Name and Designation of Resource Person(s) : Mr.Balakumar,Founder and CEO of K5 consultancy.	
Outcome : The participants will be able to: • Advancement in future job or profession. • Develop a greater appreciation for diversity. • Experience the challenge of living and studying overseas.	
Remarks and Feedback on the Event: Satisfied	
Plan of Implementing in HiCET (if any) :	
Signature of the Faculty / HoD / Principal	

H.I.C.E.T CSE CSE-32

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Copy of the Event Brochure / Invitation:

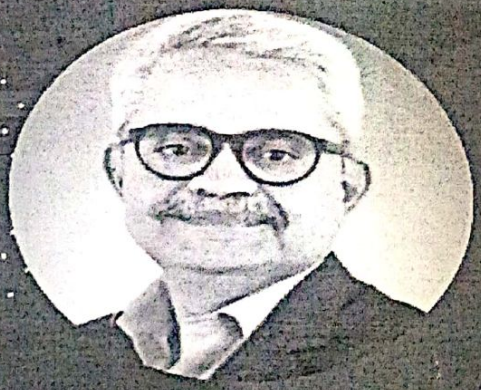
HINDUSTHAN
College of Engineering and Technology
(An Autonomous Institution)
Valley Campus, Pollachi Highway, Coimbatore-641 032

DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING
&
DEPARTMENT OF ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING

Organizes

Seminar on

OVERSEAS EDUCATION
STUDY ABROAD



BALA KUMAR

Founder & CEO of K5 Consultancy,
Brand Partner of Mancomp Overseas
Education Consulting.

Date: 04-04-2024 Time: 02.30pm - 4.30pm Venue: Ganga Hall

Co-Ordinators	Convenor	Principal	CEO
Ms.R.GAYATHRI B.BHARATHI KANNAN	Dr.S.SHANKAR HOD/CSE	Dr.J.JAYA	Dr.K.KARUNAKARAN

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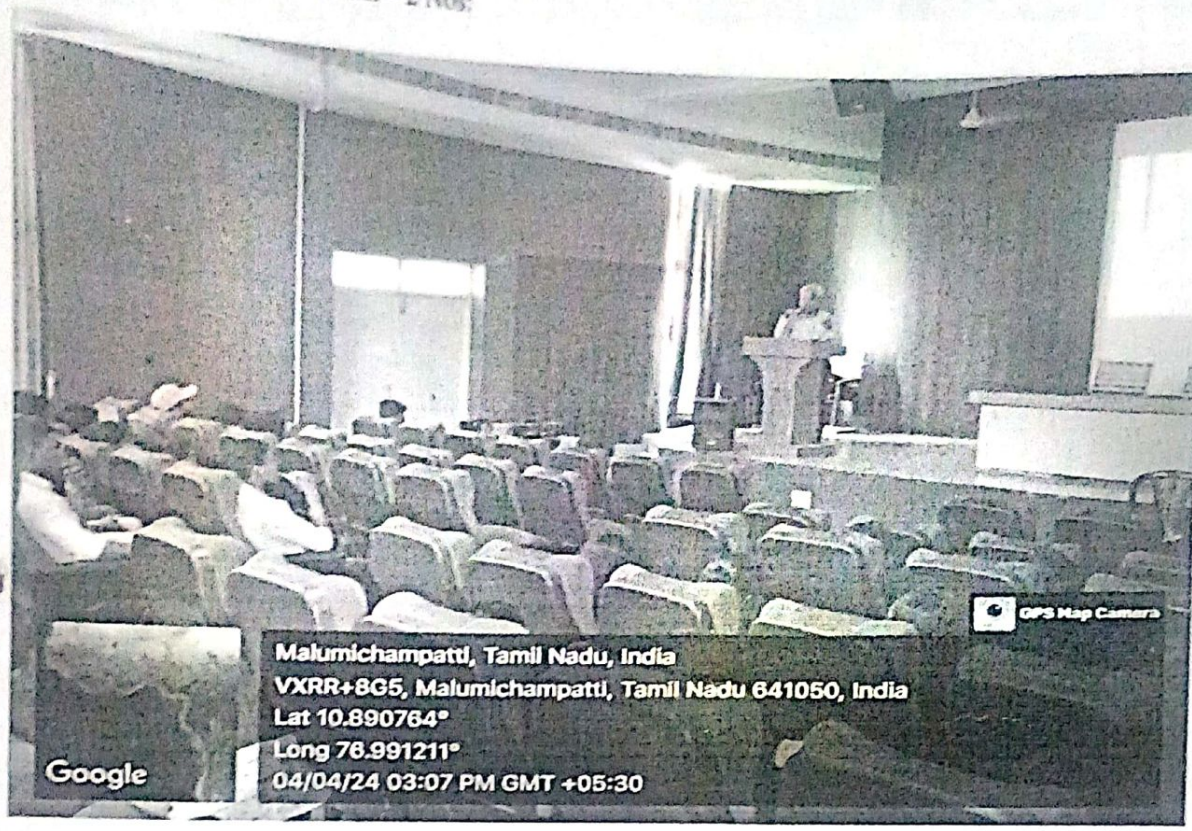
Geo Tagged Photographs of Event – 2 Nos:





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Students Attended List

S.No	Reg.No	Student Name
1	720721110027	NITEESH KANNAN M
2	720721110028	PRADEEP K
3	720721110029	PRASANNA S
4	720721110030	PRAVEEN K
5	720721110031	PRIYADHARSHINI K
6	720721110032	RAGHUL VEL PANDIAN P
7	720721110033	RAGUL M
8	720721110040	SARAVANAKUMAR E
9	720721110041	SEENU MAHESHWARAN S
10	720721110042	SHARINA E
11	720721110043	SHREEDHARAN S
12	720721110044	SIVAKUMAR G
13	720721115018	JEBERSON NISHITH A
14	720721115019	JEEVAK A
15	720721115020	S JOSHWA
16	720721115021	KAAMESH S
17	720721115022	KARTHICK P
18	720721115023	KAVIYA S
19	720721115024	KIRUBAKARAN A
20	720721115025	KISHORE M
21	720721115028	METHUN R
22	720721115029	MOHAMED NAZEEM IBRAHIM M
23	720721115030	MOHIT CHANDRAN R
24	720721115031	G MUKESH
25	720721115032	MUSTHAFA N
26	720721115033	NAVAJITH S
27	720721115034	NAVEEN K
28	720721115035	NISHANTH P
29	720721115037	PARAMESWARAN A B
30	720721115038	PRASANNA S N
31	720721115039	RAASHID M
32	720721115040	RAHUL P G
33	720721115041	RAMACHANDIRAN M
34	720721115042	RASIGA PRIYA M
35	720721115043	RASU A
36	720721115044	SANJAI R
37	720721115045	SANJANA MAHALAKSHMI R
38	720721115046	SANJAY VARMA K
39	720721115047	SANTHOSH KUMAR N
40	720721115049	SHREEMAN M M
41	720721115051	SRIVATHSAN S
42	720721115052	SUDHAN M
43	720721115054	THAMIL S
44	720721115055	UDHAYABARATHI U
45	720721115056	VANITHA J
46	720721115058	VEDHAVARSHINI S
47	720721115061	VISHNU V K
48	720721115062	VISHVA R B
49	720721115063	YOGESHWARAN S
50	720721104004	ABHINAV M M
51	720721104005	ABINASH S
52	720721104006	ADHIYAN G B
53	720721104007	AJAY FRANGLIN
54	720721104008	AJAY S
55	720721104009	AKASH D
56	720721104010	AKSHALIN JEFITA R J
57	720721104011	ANNAPOORNA N
58	720721104012	ANUBHAV REJEESH
59	720721104013	ARAVINDH SOLAI V
60	720721104014	ASHOK KUMAR S
61	720721104015	ASHWIN L
62	720721104017	CATHLEEN ROWENA S
63	720721104018	DEEPTI S
64	720721104019	DHANUSH RAJA S
65	720721104021	DHIRAAJ K V
66	720721104023	ESWARAN G
67	720721104024	GOWTHAM T
68	720721104025	HARIKARAN A
69	720721104026	HARIS R
70	720721104028	HARSHITH BABU
71	720721104029	INDHUMATHI M
72	720721104030	KRISHNA KAVIARASU S
73	720721104032	LEO BABU C
74	720721104033	LOGESHWARAN M
75	720721104034	LOGESHWARI C K
76	720721104035	MADHAN KUMAR A
77	720721104037	MITHRA S A
78	720721104038	MIZBA SHEIK ABDUL RAFIQUE
79	720721104039	MOHAMED SYED AFREETH S
80	720721104040	MUTHU PETCHI G
81	720721104041	NAGARJUN R
82	720721104042	NISHA ANANDRAO KADAM
83	720721104043	NIYOJIN JANARDHANAN
84	720721104044	PRIYANGA S P
85	720721104045	RAHUL SHANKAR R
86	720721104046	RAJESH D

H.I.C.E.T. CSE

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87	720721104047	RAVIKUMAR ROHAN P
88	720721104049	RISHI PRABHU V
89	720721104050	SABARISH K
90	720721104051	SAKTHI BHARATH A
91	720721104052	SANDRA C S
92	720721104053	SARIGA SARITH K
93	720721104054	SHARON KEERTHY RATAN K
94	720721104055	SIVANI S
95	720721104056	SIVAPRAKASH N
96	720721104057	SIVASANGARAN K K
97	720721104058	SREE SAJEEV K J
98	720721104059	SUBALAKSHMI M
99	720721104060	VIDHYA S
100	720721104061	VISHNU VARDHAN J S
101	720721104062	YADHU KRISHNA T
102	720721104063	AGASH A
103	720721104065	AKASH D
104	720721104081	GUNA M
105	720721104082	GURUNATH R
106	720721104083	HARI ARUL MURUGAN M
107	720721104084	HARI PRAKASH K
108	720721104085	HARIHARAN G
109	720721104086	HARIHARAN K
110	720721104087	HARI KUMAR P



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Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
HICET www.hicet.ac.in
DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

Feedback Form

Name of the Event: ~~web~~ seminar - Overseas Education - study abroad.

1. **How satisfied were you with the overall event?**
   ☐ Very satisfied ☑ Satisfied ☐ Neutral

2. **How relevant was the content to your interests or needs?**
   ☐ Extremely relevant ☑ Very relevant ☐ Moderately relevant ☐ Slightly relevant

3. **Was the material covered at an appropriate depth for you?**
   ☐ Too advanced ☑ Just right ☐ Too basic

4. **How would you rate the presenter's expertise on the topic?**
   ☐ Excellent ☑ Very good ☐ Good ☐ Fair

5. **How engaging and clear was the presenter?**
   ☐ Very engaging and clear ☑ Moderately engaging and clear ☐ Slightly engaging and clear

6. **How organized and well-structured was the event?**
   ☐ Extremely organized ☑ Very organized ☐ Somewhat organized

7. **How well was the time allocated for each topic or section?**
   ☐ Excellent ☑ Good ☐ Fair

8. **How much did you learn from this event?**
   ☐ A great deal ☑ A lot ☐ A moderate amount ☐ A little

9. **How would you rate the audio and video quality?**
   ☐ Excellent ☑ Very good ☐ Good ☐ Fair

10. **Would you recommend this event to others?**
    ☐ Definitely ☑ Probably ☐ Not sure ☐ Probably not

Remarks:

Signature

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HICET
Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

Vision of the Department	DV: To excel in developing technologically superior, highly competent and socially conscious professionals in computer science and engineering with cutting-edge research skills.
Mission of the Department	DM1: To equip the students with technical knowledge and expertise essential for success in their professional career. DM2: To develop highly qualified and creative computer science and engineering professional's proficient in cutting-edge technologies with leadership qualities. DM3: To empower students to develop innovative solutions for industrial and societal challenges upholding ethical values.

Program Educational Objectives (PEOs)

- PEO1: To acquire knowledge in the latest technologies and innovations with an ability to recognize, analyse, and solve problems in computer science and engineering.
- PEO2: To develop highly skilled computer science and engineering professionals proficient in latest technologies with leadership qualities.
- PEO3: To empower students to create innovative solutions for industrial challenges that meet societal needs.

Program Specific Outcome (PSO)

- PSO1: An ability to utilize modern tools and techniques for efficient system design and implementation for computer-based systems in solving engineering problems.
- PSO2: An ability in developing robust and secure software systems for diverse applications.

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15

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST

HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for One day Seminar on "Choosing the Right Path: Values and Higher Education" program organized

Name of the Faculty :Mr.Bharathikannan /Dr.J.Prakash	
Department :CSE/AIML	Designation : Associate professor
Name of the Event : One day seminar on "Choosing the Right Path: Values and Higher Education"	
Level : College Level	
Venue / Mode :CSE Class Room	
No. of Days :1	Dates : 6-10-2023
Funded by : Nil	
No. of Participants : 55	Registration charges (if any) : No
Name and Designation of Resource Person(s) : Ms.Kaliselvi Nagaraj Canada Manager, Coimbatore	
Outcome: Participants gain clarity on aligning personal values with educational pursuits, leading to informed decisions and increased satisfaction with their chosen path in higher education.	
Remarks and Feedback on the Event : Good	
Plan of Implementing in HiCET (if any) : Yes	

Signature of the Faculty

HoD

Principal

H.I.C.E. CSE CBE

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HINDUSTHAN

COLLEGE OF ENGINEERING AND TECHNOLOGY
(An Autonomous Institution)

DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

Organizing

Seminar on

Choosing the Right Path: Values and Higher Education



Resource Person

Ms. Kalaiselvi Nagaraj
Canada Manager

Date: 07.10.2023

Time:10:30 AM

Coordinators
B.Bharathi Kannan AP/CSE
Dr.J.Prakash AP/CSE

Convenor
Dr.S.Shankar
HoD/CSE

Principal
Dr.J.Jaya

CEO
Dr K Karunakaran

Venue : CSE Seminar Hall

Events Photos



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Coimbatore - 641 032

HICET

REQUEST FORM TO ORGANIZE AN EVENT

Name of the Faculty	Mr. T. Boobalan, Mrs. S. Karpakam		
Designation	Assistant professor		
Department	Electronics and communication Engineering		
Type of Event	Seminar		
In Association With	IIC Activity - Celebration Day - World Entrepreneurs Day		
Category	International / National / State / Regional / Institute Level ✓		
Title of the Event	Preparing for an Entrepreneurial Mindset		
No. of Participants Expected	100		
Venue	Kuvinji Hall ✓		
No. of Days	1	**Date(s)**	23.08.23

Name and Designation of the Resource Person(s):

Dr. V. Kaarthiekheyan
Professor & Head - MBA
HICET.

Details of the Proposed Budget: NIL

Faculty In-charge

20/8/23
HoD

Approved by

Principal

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for World Entrepreneurs Day, IIC Activity -Celebration Day -Organized

Name of the Faculty : Mr.T.Boobalan , Mrs.S.Karpakam	
Department : Electronics and Communication Engineering	Designation : Assistant Professor
Name of the Event: Preparing for an Entrepreneurial Mindset	
Level : College Level	
Venue / Mode: Kurunji Hall	
No. of Days : One Day	Dates : 23.08.2023
Funded by :Nil	
No. of Participants : 113	Registration charges (if any) : Nil
Name and Designation of Resource Person(s) :Dr.V.Kaarthiekheyan, Professor&Head – Department of MBA, HICET	
Outcome:Developing an entrepreneurial mindset involves adopting a set of attitudes, behaviours and ways of thinking that are conducive to identifying opportunities, taking calculated risks, and navigating challenges in the business world. There are some potential outcomes of preparing for an entrepreneurial mindset: 1.Increased Innovation 2.Adapptability 3.Problem Solving Skills 5.Risk Management 6.Networking and Relationship Building 7.Resource Optimization Incorporating these outcomes into our personal and professional development can help you cultivate an entrepreneurial mindset that lays the foundation for success in various business endeavours.	
Remarks and Feedback on the Event :	
Plan of Implementing in HiCET (if any) : Nil	

Signature of the Faculty | HoD | Principal

opy of the Event Brochure / Invitation:

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HICET

Department of Electronics and Communication Engineering

Organizes Seminar on

"PREPARING FOR AN ENTREPRENEURIAL MINDSET"

World Entrepreneurs Day

IIC Activity - Celebration Day

INSTITUTION'S INNOVATION COUNCIL



>>> Resource Person

Dr.V.KAARTHIEKHEYAN
Professor & Head
MBA Department-HICET

23.08.2023 | Kurunji Hall | 2.30 pm

Coordinators

Mr.T.Boobalan, AP/ECE
Mrs.S.Karpakam, AP/ECE

Convenor

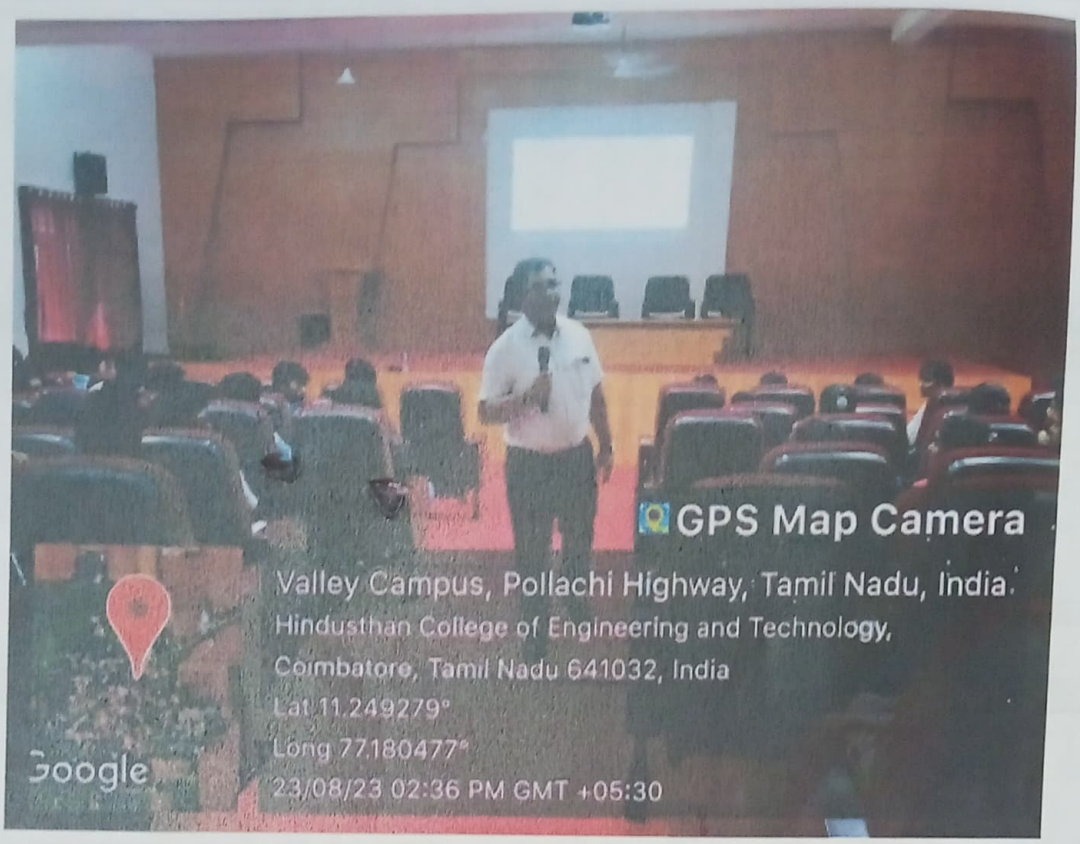
Dr.P.Vijayalakshmi
HOD/ECE

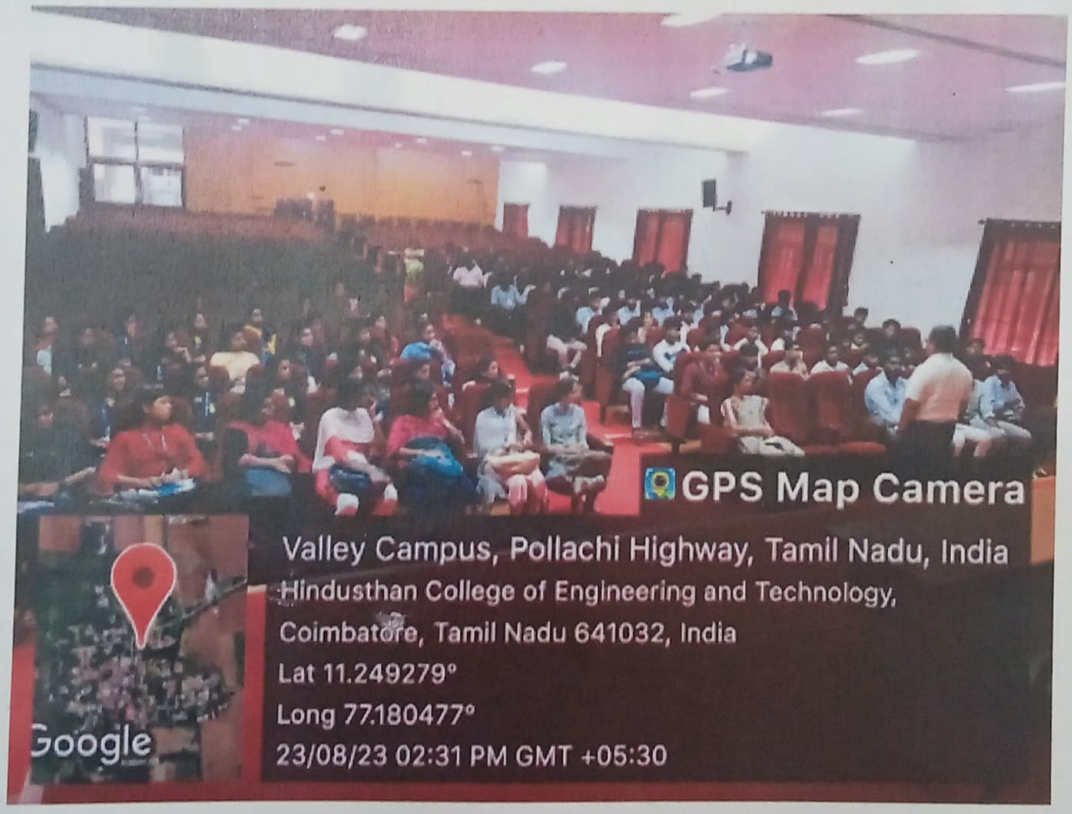
Patrons

Dr.J.Jaya
Principal

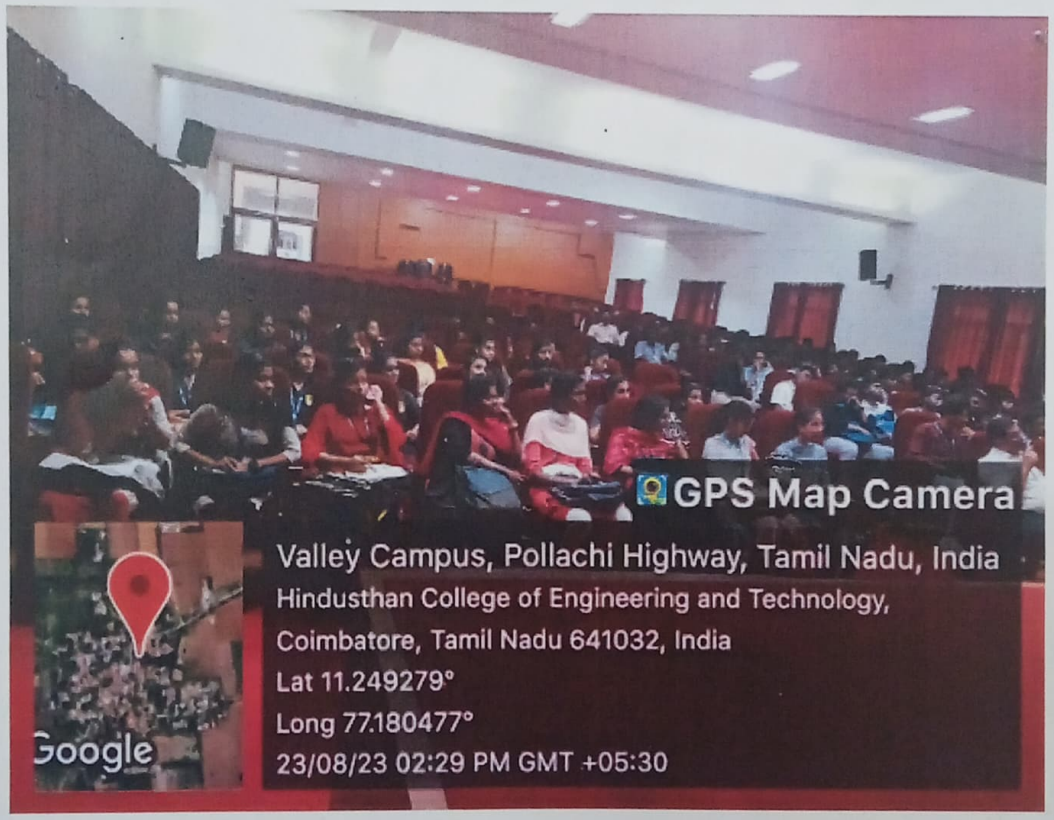
Dr.K.Karunakaran
CEO, Hinduthan Educational Institutions

Geo Tagged Photographs of Event:






GPS Map Camera
Valley Campus, Pollachi Highway, Tamil Nadu, India
Hindusthan College of Engineering and Technology,
Coimbatore, Tamil Nadu 641032, India
Lat 11.249279°
Long 77.180477°
23/08/23 02:37 PM GMT +05:30
Google


GPS Map Camera
Valley Campus, Pollachi Highway, Tamil Nadu, India
Hindusthan College of Engineering and Technology,
Coimbatore, Tamil Nadu 641032, India
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Long 77.180477°
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Coimbatore - 641 032

HICET

Date: 23/08/23

Department of ECE

Event Name : Preparing For An Entreprenercial Mindset

Date of the Event : 23/08/23

Feedback form

Name : H.SRIMANLOKESH

Designation/ Department : ECE

Institution : Hindusthan College of Engineering And Technology

Hospitality : Excellent / ~~Good~~ / Satisfactory

Programme organization : ~~Excellent~~ / Good / Satisfactory

Technical session : Excellent / ~~Good~~ / Satisfactory

Practical session : ~~Excellent~~ / Good / Satisfactory

Any other comments:

Very useful for business ~~doing~~ mindset students.

many tips said by the man.

Srimanlokesh..

Signature

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TÜVRheinland CERTIFIED

Date: 23.8.2023

Department of Electronics and Communication Engineering

Event Name : Preparing For An Entrepreneurial Mindset

Date of the Event : 23.8.2023

Feedback form

Name : A. Swendhar

Designation/ Department : ECE -B (III Year)

Institution : Hindusthan College of Engineering and Technology

Hospitality : Excellent / Good ✓ / Satisfactory

Programme organization : Excellent ✓ / Good / Satisfactory

Technical session : Excellent ✓ / Good / Satisfactory

Practical session : Excellent / Good ✓ / Satisfactory

Any other comments:

This is Useful session for the Startup and Buisness.

A. Swendhar
Signature

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Coimbatore - 641 032

TÜVRheinland CERTIFIED

Date: 23.08.23

Department of ECE

Event Name : Preparing for an Entrepreneurial mindset

Date of the Event : 23.08.23

Feedback form

Name : A. Yuvashree

Designation/ Department : ECE-B (3rd)

Institution : Hindusthan college of Engineering and Technology.

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments:

It is very good and useful.

A-Y

Signature

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TÜVRheinland CERTIFIED

Department of Electronics and Communication Engineering

Title of the event: Preparing for an Entrepreneurial Mindset

Date of the event: 23.08.2023

Participants Details

Sl. No.	Name	Class	Signature
1	Kalidass	ECE-A	
2.	S. Saran	ECE-A	
3.	Dharani Dharan	ECE-A	
4.	Kathirvel. T	ECE-A	
5.	V. Arun kumar	ECE-A	
6.	Justin Arun Raj T	ECE-A	
7.	Arun Kumar	ECE-A	
8.	V. Ravivarma	ECE-A	
9.	Devadharshini A	ECE-A	
10.	Bharyakrishnan TK	ECE-A	
11.	DevaPriya. S	ECE-A	
12.	Hariniya. S	ECE-A	
13.	Adwaith Simhan	ECE-A	Adwi
14.	Akshara. V.S	ECE-A	
15.	Iniya. R	ECE-A	
16.	Annam. S	ECE-A	
17	ANISH. k	ECE-A	
18.	KAVI BARATHI	ECE-A	
19	KANNATHAL. k	ECE-A	
20.	ARUN KUMAR	ECE-A	
21.	ABDHAK	ECE-A	
22.	ATISHINI	ECE-A	
23.	DHABHRINA JOSEYLN	ECE-A	

Sl. No.	Name	Class	Signature
24	ABINESH R	ECE - A	
25.	ANITHA R	"	
26	ANTONY SAMY P	"	
27.	ARAVINDH RAJAN S	"	
28.	ARUNESH KUMAR	"	
29.	ASHWIN BALAJI	"	
30	BARATH RAJ	"	
31.	BHARATH. B	"	
32.	DHANUSH KUMAR	"	
33.	DHARUN. R	"	
34.	DHAYANAND A.P	"	
35	GANNE PRATHYUSHA	"	
36	GEORGE AKASH	"	
37	GOKUL PANDIAN	"	
38.	GOMATHI. T	"	
39	GUHAN K M	"	
40	GUHAN S	"	
41	HARI KRISHNAN KV	"	
42.	JANANI	"	
43	KAMALESH. B	"	
44.	KARTHICK. T	"	
45.	KEERTHANA	"	
46.	LAVANYA. A	"	
47	LYDIA. E	"	
48.	MAHA GAYATHRI	"	
49.	MAHA VISHNU S	"	
50.	MAHESHWARAN	"	
51.	EJASH SHAJAN	"	
52.	JEGAN. K	"	
53	JHAWAHAR.	"	
54	POOVARASI. G	ECE - B	
55	OVIYA. R	ECE - B	
56	MEENAKSHI PRIYADHARSHINI. P	"	

Sl. No.	Name	Class	Signature
57	SHANTHINI . R	ECE - B	
58	PRIYADHARSHANA . K	"	
59	SURUTHI . S	"	
60	SWATHI . M	"	
61.	VINIGHYA . K	"	
62.	VAISHNAVI - S	"	
63.	MUTHULAKSHMI . M	"	
64.	SANJAY . S	"	
65	RIYAS S	"	
66.	SRIMANLOKESH . M	"	
67.	SAMVENKADESH KUMAR . G	"	
68.	SANJITH . K	"	
69.	Philip Jai Milton	"	
70	VISHNU PRASADH . K . M	"	
71.	SURENDHAR	"	
72.	NEERAJKUMAR . D . L	"	
73.	VIJAYA KUMAR . V	"	
74.	RAM LAKSHMAN . S	"	
75.	SRI HARIKUMAR . P	"	
76.	B . SANTHOSH KUMAR	"	
77.	M . SANTHOSH	"	
78.	J . SRIRAM	"	
79.	K . N . SRIRAM	"	
80.	NAVEEN . L	"	
81.	YUVASHREE	"	
82.	R. SOUNDARYAN	"	
83	R. Seathoor Puruson	"	
84	G. Venkatasubramanian	"	G. Venkatasubramanian
85.	TARUN VASAKAM K	"	
86.	MUGESH . C	"	
87	Ruban - R - A	ECE - B	
88	B . T . VASANTHA RUBAN	ECE - B	B. T. V.
89.	S . VEERAMANIKANDAN	ECE - B	S. Veera

Sl. No.	Name	Class	Signature
90.	M. VIMAL RAJ.	ECE - B	M. Vimal Raj.
91	V. Sundara Velu	ECE - B	V. Sundara Velu
92	J. MOSES	ECE - B	J. Mos
93.	S A Thendra Nasan	ECE-B	Thsnm
94.	Mohamed. S	ECE-B	Smohamed.
~~95~~	~~M. Santhosh~~	~~ECE - B~~	~~M. Santh~~
96.	K. Priyadharsan.	ECE - B	K Priyadharsan
97.	R. Prashon	" "	[illegible]
98.	G. Pramesh	" "	[illegible]
99.	Sriram P. S	" "	Sriram
100.	Sanjay Kumar	" "	SK
101	Srikanth. K	" "	[illegible]
102	Manchala Chaithnya	" "	M. Chaithanya
103	Pooja. S	" "	Pooja. S
104	Mathivathani	" "	Madhivathani
105	Krishna Raj. A	ECE - A	Krishna A
106	Kota Lokeshwar	ECE - A	[illegible]
107	Adwaith Simhan cp	ECE - A	[illegible]
108	Sooraj. S	ECE - A	Sooraj. S
109	Akash SM	ECE - A	Akash. M
110	Akwin Jones J	ECE - A	Akwin J
111	Ravivarma. V	ECE - A	V. Ravivarma
112	Mohan R	ECE A	[illegible]
113	~~[illegible]~~ Pramesh	ECE B	[illegible]

23/8/23
HOD/ECE

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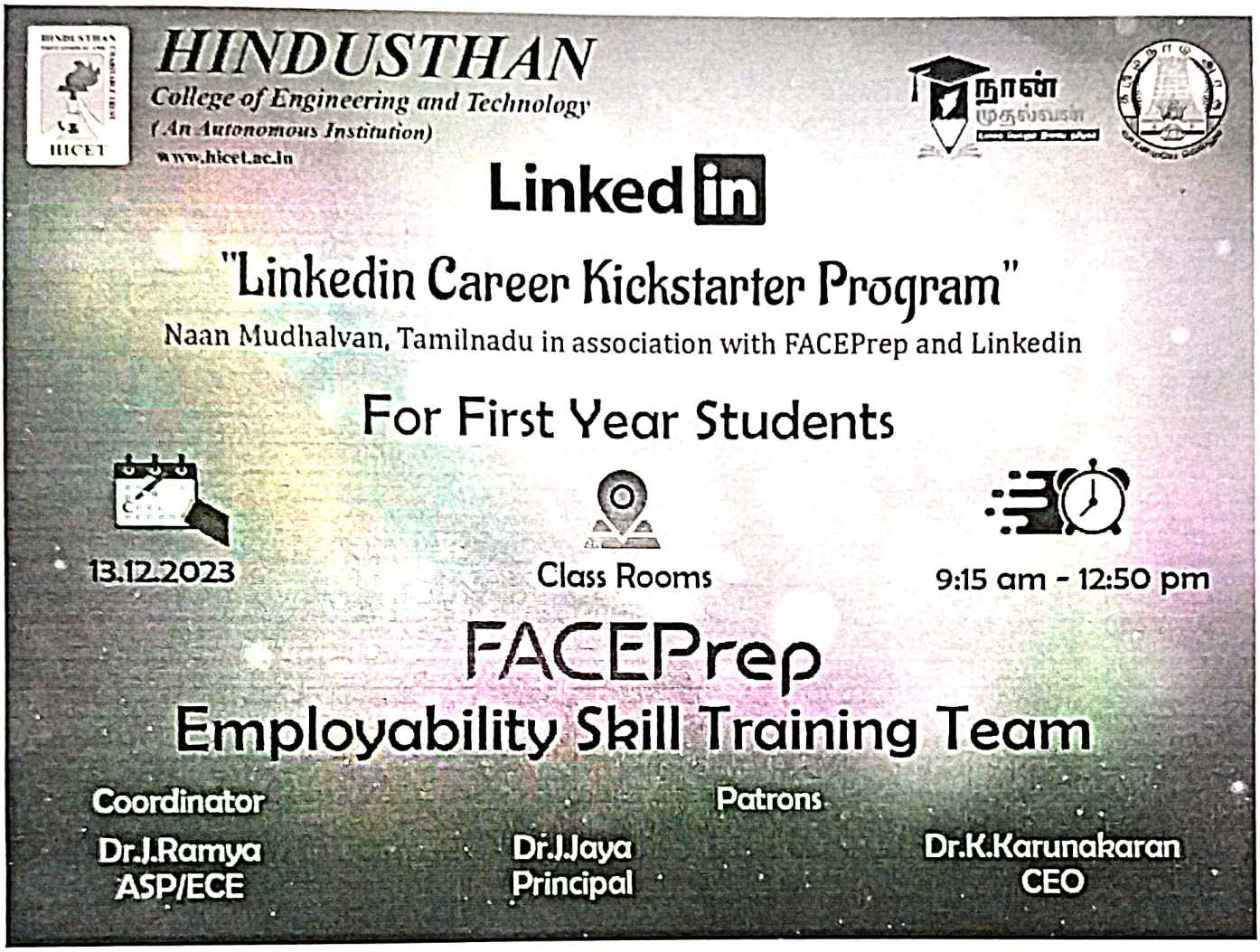
www.hicet.ac.in

Report for Career DevelopmentProgramme organized:

Name of the Faculty :Dr. J.Ramya	
Department : ECE	Designation :Associate Professor
Name of the Event:Workshop on "LinkedIn Career Kickstarter Program"	
Level :~~International / National / State / Regional / Industry / University~~ / College Level	
Venue / Mode:Respective Classrooms, Hindusthan College of Engineering and Technology / Offline	
No. of Days : 1	Dates :13.12.2023 Time :9.15a.m to 12.50a.m
Funded by :Naan Mudhalvan, Government of Tamilnadu	
No. of Participants :998	Registration charges (if any) : NIL
Name and Designation of Resource Persons 1. Mr.VijaykumarKalluri,EngagementManager,Faceprep 2. Ms.Usha ,Trainer,Faceprep 3. Ms.Sakkubaiyanamadala , Trainer,Faceprep 4. Mr.Mayur Gangadhar Katkar, Trainer,Faceprep 5. Ms.MyakalaKeerthana, Trainer,Faceprep 6. Ms.PragatiNanaware, Trainer,Faceprep 7. Ms.Vaddepally Bhavani, Trainer,Faceprep	
Outcome : ➢ First year students effectively joined LinkedIn and received 6 months prime access with free of cost ➢ Students learned about Job search strategies in LinkedIn ➢ Students learned about their career management and development ➢ Students got awareness on various courses offered in linkedIn for their professional development.	
Remarks and Feedback on the Event: ➢ Very much Informative to develop the professional career of the students.	
Plan of Implementing in HiCET (if any): –	
Signature of the Faculty	Principal

Copy of the Event Brochure / Invitation:



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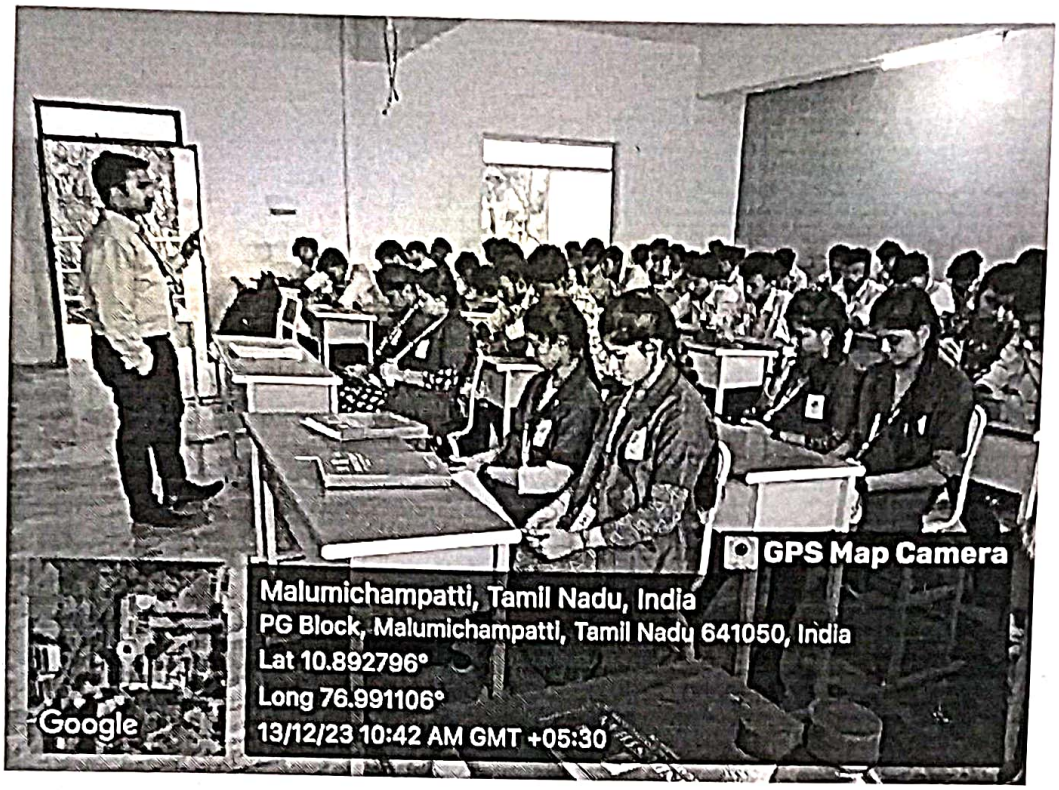



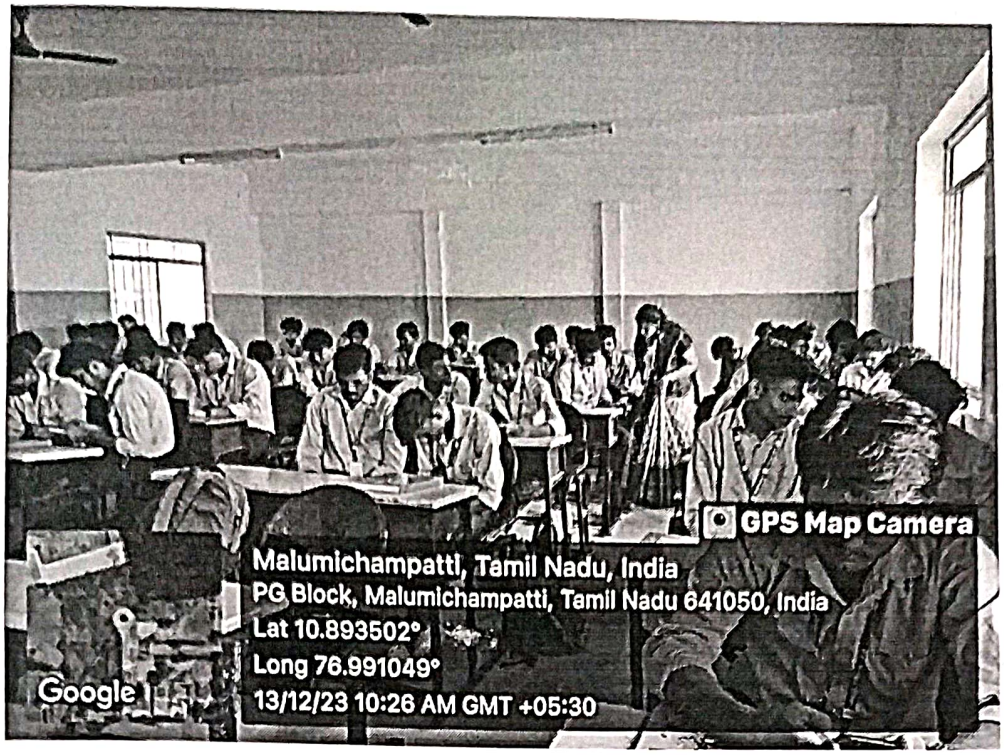
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Malumichampatti, Tamil Nadu, India
PG Block, Malumichampatti, Tamil Nadu 641050, India
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Long 76.991049°
13/12/23 10:26 AM GMT +05:30
Google


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Malumichampatti, Tamil Nadu, India
Hindusthan College Of Engineering And Technology Main Building,
Ottakkalmandapam Rd, Malumichampatti, Tamil Nadu 641050, India
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Long 76.990736°
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Report for World Entrepreneurs Day, IIC Activity -Celebration Day -Organized

Name of the Faculty: Dr.T.Manjula Dr.A.Vijayalakshmi	
Department : Electronics and Communication Engineering	Designation : Associate Professors
Name of the Event : Voice of Youth" Viksit Bharath"	
Level : College Level	
Venue / Mode : Seminar Hall	
No. of Days : One Day	Dates : 11.12.2023
Funded by : Nil	
No. of Participants: 120	Registration charges (if any): Nil
Name and Designation of Resource Person(s): Prime Minister Shri NarendraModi	
Outcome: Viksit Bharat 2047' is the current government's roadmap to making India a completely developed nation by 2047; 100 years after independence. Modi has stated that the core objective of the Viksit Bharat vision is to foster inclusive economic participation among all citizens. The role of the youth, who constitute our largest population group, has a huge role here as they will lead India to Viksit Bharat by 2047. Therefore, it is important to channelize the innovative ideas of the youth into nation- building by inviting them to ideate and contribute to the vision of Viksit Bharat by 2047 Incorporating these outcomes into our personal and professional development can help you cultivate an entrepreneurial mindset that lays the foundation for success in various business endeavours.	
Remarks and Feedback on the Event: Students are motivated by this programme the vision encompasses various aspects of development, including economic growth, social progress, environmental sustainability, and good governance.	
Plan of Implementing in HiCET (if any): Nil	
Signature of the Faculty HoD Principal	

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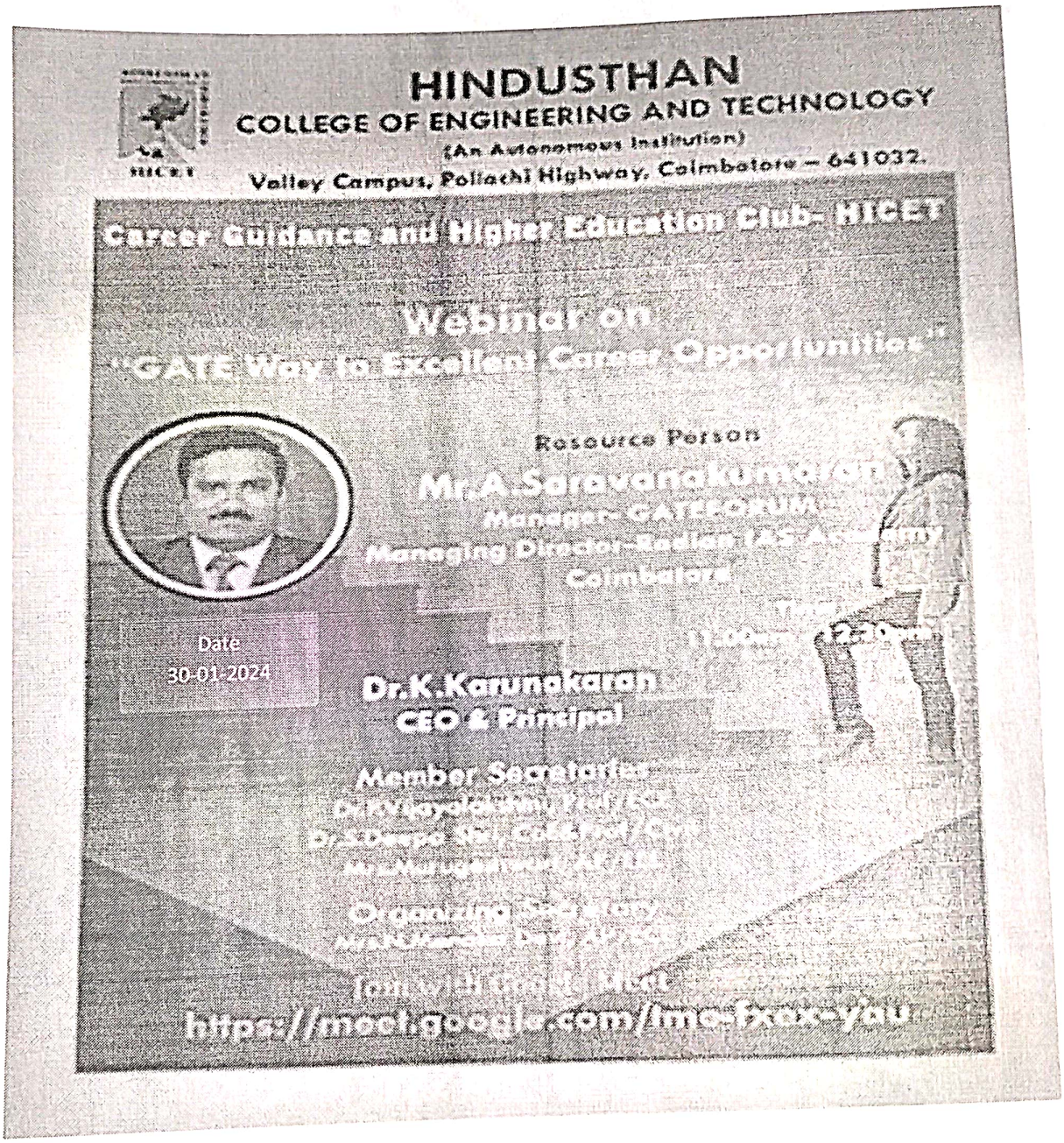
Report for Webinar Organized

Name of the Faculty: Dr.P.Vijayalakshmi, Mrs.N.Menaka Devi	
Department : Electronics and Communication Engineering	Designation : Professor,Assistant Professor
Name of the Event : Webinar on Gate Way to Excellent Career Opportunities	
Level : College Level	
Venue / Mode : Seminar Hall	
No. of Days : One Day	Dates : 30-01-2024
Funded by : Nil	
No. of Participants: 136	Registration charges (if any): Nil
Name and Designation of Resource Person(s): Mr.A.Saravanakumaran, Manager Gate Forum, MD,Radian IAS Academy, Coimbatore	
Outcome: ➢ Acquired knowledge about various opportunities in Govt. and private sectors ➢ Created awareness about the importance of GATE Score in PSU recruitment ➢ Gained useful GATE preparation tips for successful completion	
Remarks and Feedback on the Event: Students are motivated by this programme and found it to be interactive and informative	
Plan of Implementing in HiCET (if any): Yes	
Signature of the Faculty	HoD / Principal

Copy of the Event Brochure / Invitation:

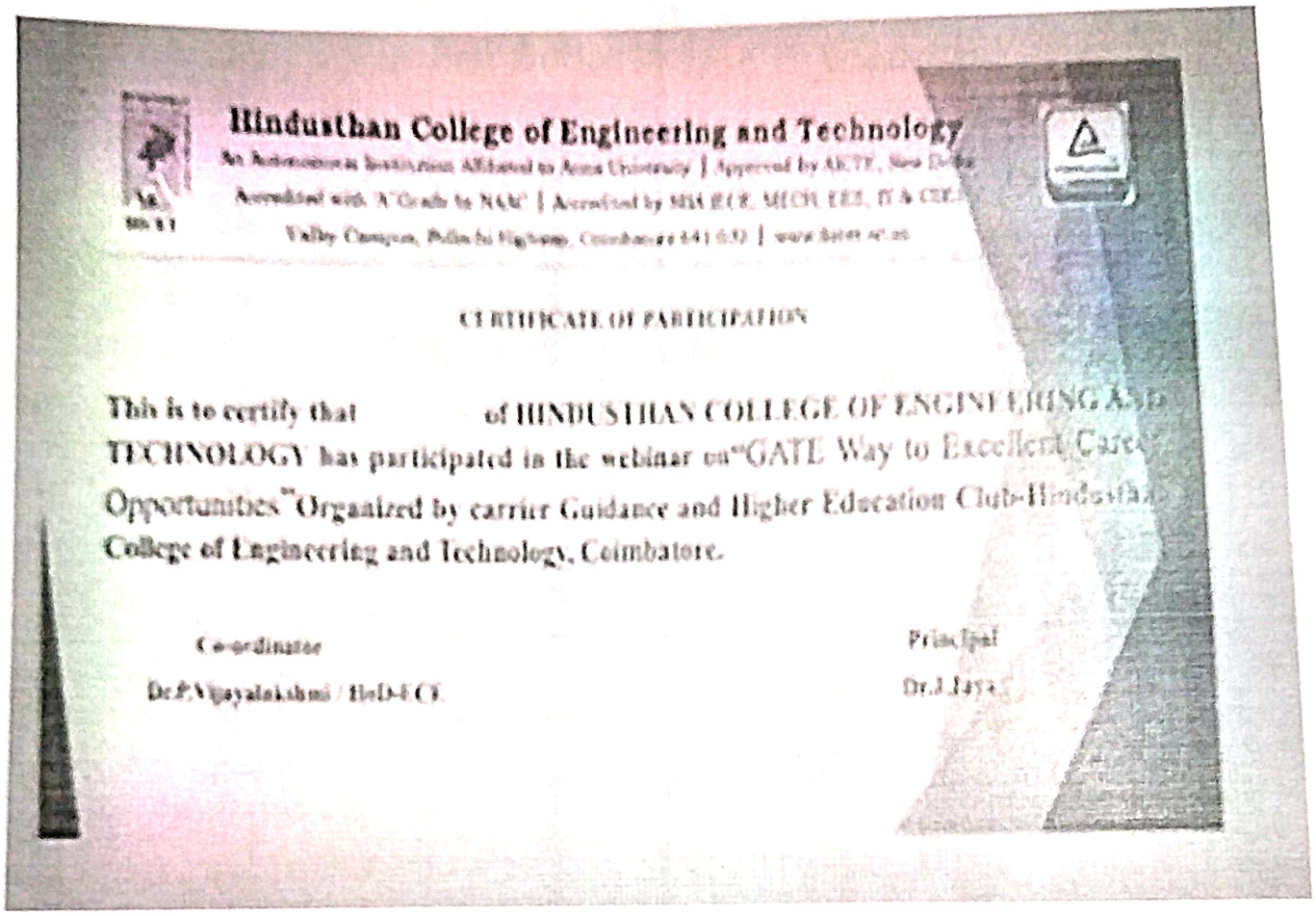


Photographs of Event:



Screen shot of Event

Copy of the participation/Issue certificate



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Valley Canyon, Pollachi Highway, Coimbatore-641 032 | www.hicet.ac.in

CERTIFICATE OF PARTICIPATION

This is to certify that of HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY has participated in the webinar on"GATE Way to Excellent Career Opportunities"Organized by carrier Guidance and Higher Education Club-Hindusthan College of Engineering and Technology, Coimbatore.

Co-ordinator

Dr.P.Vijayalakshmi / HoD-ECE

Principal

Dr.J.Jaya

15

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Report for One day Seminar on "Choosing the Right Path: Values and Higher Education" program organized

Name of the Faculty :Mr.Bharathikannan /Dr.J.Prakash	
Department :CSE/AIML	Designation : Associate professor
Name of the Event : One day seminar on "Choosing the Right Path: Values and Higher Education"	
Level : College Level	
Venue / Mode :CSE Class Room	
No. of Days :1	Dates : 6-10-2023
Funded by : Nil	
No. of Participants : 55	Registration charges (if any) : No
Name and Designation of Resource Person(s) : Ms.Kaliselvi Nagaraj Canada Manager, Coimbatore	
Outcome: Participants gain clarity on aligning personal values with educational pursuits, leading to informed decisions and increased satisfaction with their chosen path in higher education.	
Remarks and Feedback on the Event : Good	
Plan of Implementing in HiCET (if any) : Yes	

Signature of the Faculty

HoD

Principal

H.I.C.E. CSE CBE

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HINDUSTHAN

COLLEGE OF ENGINEERING AND TECHNOLOGY
(An Autonomous Institution)

DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

Organizing

Seminar on

Choosing the Right Path: Values and Higher Education



Resource Person

Ms. Kalaiselvi Nagaraj
Canada Manager

Date: 07.10.2023

Time:10:30 AM

Coordinators
B.Bharathi Kannan AP/CSE
Dr.J.Prakash AP/CSE

Convenor
Dr.S.Shankar
HoD/CSE

Principal
Dr.J.Jaya

CEO
Dr K Karunakaran

Venue : CSE Seminar Hall

Events Photos



HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST

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College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.

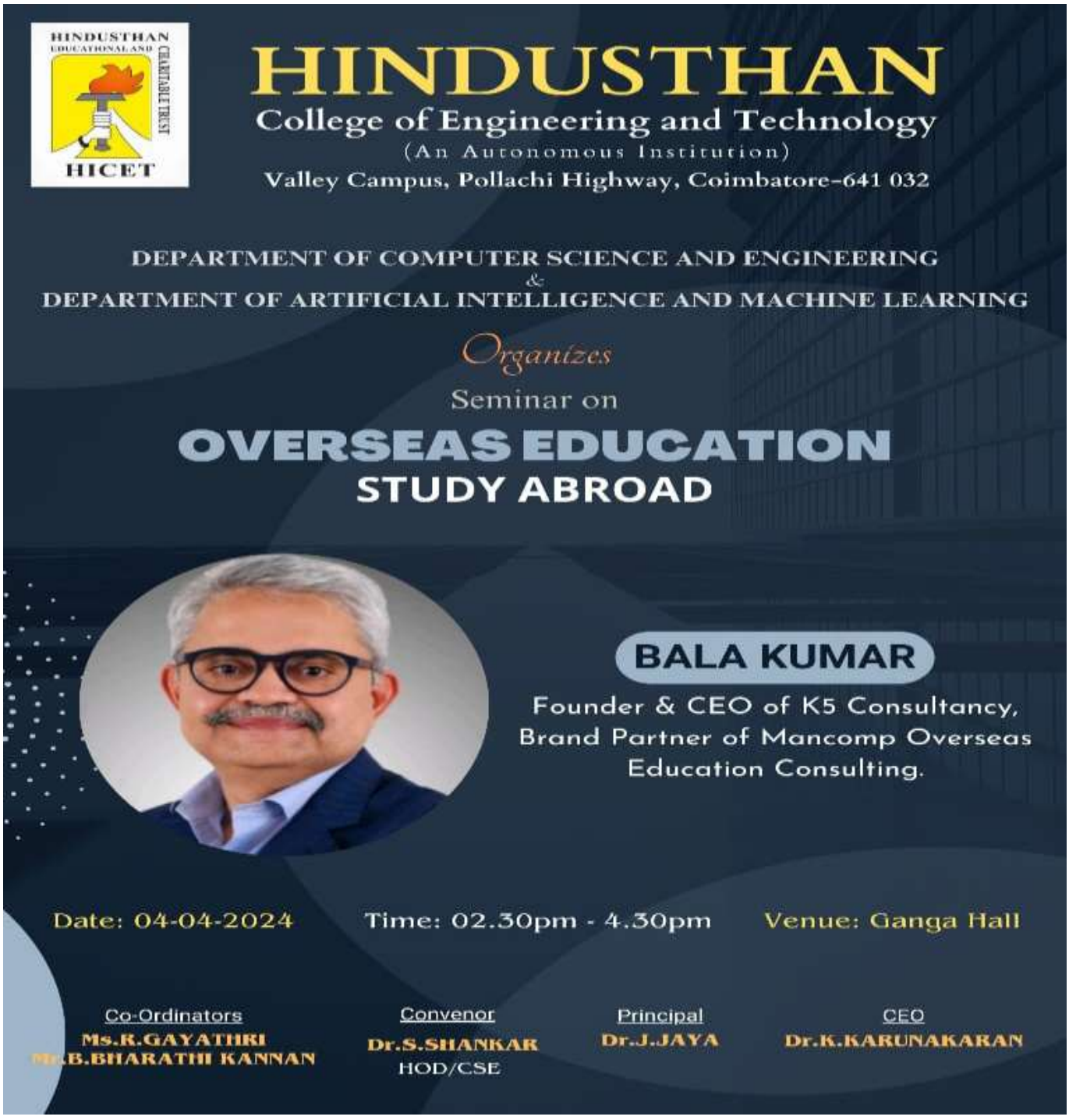
HICET \www.hicet.ac.in

Report for Seminar on "Overseas Education "Study Abroad.

Name of the Faculty : Ms.R.Gayathiri,B.Bharathi Kannan	
Department : AIML& CSE	Designation : Assistant Professor
Name of the Event: Seminar on "Overseas Education "Study Abroad.	
Level : College	
Venue / Mode: Ganga Hall	
No. of Days : 1	Dates : 4.4.2024
Funded by : Nil	
No. of Participants : 110	Registration charges (if any) :Nil
Name and Designation of Resource Person(s) : Mr.Balakumar,Founder and CEO of K5 consultancy.	
Outcome : The participants will be able to: • Advancement in future job or profession. • Develop a greater appreciation for diversity. • Experience the challenge of living and studying overseas.	
Remarks and Feedback on the Event: Satisfied	
Plan of Implementing in HiCET (if any) :	
Signature of the Faculty HoD Principal	

H.I.C.E.T CSE CBE-32

Copy of the Event Brochure / Invitation:



Geo Tagged Photographs of Event – 2 Nos:





Students Attended List

S.No	Reg.No	Student Name
1	720721110027	NITEESH KANNAN M
2	720721110028	PRADEEP K
3	720721110029	PRASANNA S
4	720721110030	PRAVEEN K
5	720721110031	PRIYADHARSHINI K
6	720721110032	RAGHUL VEL PANDIAN P
7	720721110033	RAGUL M
8	720721110040	SARAVANAKUMAR E
9	720721110041	SEENU MAHESHWARAN S
10	720721110042	SHARINA E
11	720721110043	SHREEDHARAN S
12	720721110044	SIVAKUMAR G
13	720721115018	JEBERSON NISHITH A
14	720721115019	JEEVAK A
15	720721115020	S JOSHWA
16	720721115021	KAAMESH S
17	720721115022	KARTHICK P
18	720721115023	KAVIYA S
19	720721115024	KIRUBAKARAN A
20	720721115025	KISHORE M
21	720721115028	METHUN R
22	720721115029	MOHAMED NAZEEM IBRAHIM M
23	720721115030	MOHIT CHANDRAN R
24	720721115031	G MUKESH
25	720721115032	MUSTHAFA N
26	720721115033	NAVAJITH S
27	720721115034	NAVEEN K
28	720721115035	NISHANTH P
29	720721115037	PARAMESWARAN A B
30	720721115038	PRASANNA S N
31	720721115039	RAASHID M
32	720721115040	RAHUL P G
33	720721115041	RAMACHANDIRAN M
34	720721115042	RASIGA PRIYA M
35	720721115043	RASU A
36	720721115044	SANJAI R
37	720721115045	SANJANA MAHALAKSHMI R
38	720721115046	SANJAY VARMA K
39	720721115047	SANTHOSH KUMAR N
40	720721115049	SHREEMAN M M
41	720721115051	SRIVATHSAN S
42	720721115052	SUDHAN M
43	720721115054	THAMIL S
44	720721115055	UDHAYABARATHI U
45	720721115056	VANITHA J
46	720721115058	VEDHAVARSHINI S
47	720721115061	VISHNU V K
48	720721115062	VISHVA R B
49	720721115063	YOGESHWARAN S
50	720721104004	ABHINAV M M
51	720721104005	ABINASH S
52	720721104006	ADHIYAN G B
53	720721104007	AJAY FRANGLIN
54	720721104008	AJAY S
55	720721104009	AKASH D
56	720721104010	AKSHALIN JEFITA R J
57	720721104011	ANNAPOORNA N
58	720721104012	ANUBHAV REJEESH
59	720721104013	ARAVINDH SOLAI V
60	720721104014	ASHOK KUMAR S
61	720721104015	ASHWIN L
62	720721104017	CATHLEEN ROWENA S
63	720721104018	DEEPTI S
64	720721104019	DHANUSH RAJA S
65	720721104021	DHIRAAJ K V
66	720721104023	ESWARAN G
67	720721104024	GOWTHAM T
68	720721104025	HARIKARAN A
69	720721104026	HARIS R
70	720721104028	HARSHITH BABU
71	720721104029	INDHUMATHI M
72	720721104030	KRISHNA KAVIARASU S
73	720721104032	LEO BABU C
74	720721104033	LOGESHWARAN M
75	720721104034	LOGESHWARI C K
76	720721104035	MADHAN KUMAR A
77	720721104037	MITHRA S A
78	720721104038	MIZBA SHEIK ABDUL RAFIQUE
79	720721104039	MOHAMED SYED AFREETH S
80	720721104040	MUTHU PETCHI G
81	720721104041	NAGARJUN R
82	720721104042	NISHA ANANDRAO KADAM
83	720721104043	NIYOJIN JANARDHANAN
84	720721104044	PRIYANGA S P
85	720721104045	RAHUL SHANKAR R
86	720721104046	RAJESH D

87	720721104047	RAVIKUMAR ROHAN P
88	720721104049	RISHI PRABHU V
89	720721104050	SABARISH K
90	720721104051	SAKTHI BHARATH A
91	720721104052	SANDRA C S
92	720721104053	SARIGA SARITH K
93	720721104054	SHARON KEERTHY RATAN K
94	720721104055	SIVANI S
95	720721104056	SIVAPRAKASH N
96	720721104057	SIVASANGARAN K K
97	720721104058	SREE SAJEEV K J
98	720721104059	SUBALAKSHMI M
99	720721104060	VIDHYA S
100	720721104061	VISHNU VARDHAN J S
101	720721104062	YADHU KRISHNA T
102	720721104063	AGASH A
103	720721104065	AKASH D
104	720721104081	GUNA M
105	720721104082	GURUNATH R
106	720721104083	HARI ARUL MURUGAN M
107	720721104084	HARI PRAKASH K
108	720721104085	HARIHARAN G
109	720721104086	HARIHARAN K
110	720721104087	HARI KUMAR P

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Valley Campus, Pollachi Highway, Coimbatore – 641 032.

INSTITUTION'S INNOVATION COUNCIL (Ministry of HRD Initiative)

Report for Seminar organized

Name of the Faculty : Mr Saravanakumar K and Mr Maheshkumar N		
Department : EEE		Designation : Assistant Professor
Name of the Event: Session on - "Accelerators / Incubation- Opportunities for Students & Faculty - Early Stage Entrepreneurs"		
Level: National level		
Venue / Mode: GMEET - ONLINE mode		
No. of Days : 01		Date : 30.08.2023
Funded by : NIL		
No. of Participants : 94		Registration charges (if any) : --
Faculties	10	
Students	80	
Externals	04	

Name and Designation of Resource Person(s) :

- Mr Dineshkumar N,
  Proprietor,
  Dhanu Sri Enterprises
- Mr Jegan Kumar M
  Proprietor,
  Dhanvika Enterprises

Objective:

The session should mainly focus on:

- Giving broad idea about how to get support for converting Innovative idea into a Start-up from any Incubation Centre/Accelerators.
- Giving idea about process/useful steps for getting incubated with useful links or information.
- To tell the students, the importance of innovation and idea generation.
- To develop Entrepreneurial skills
- To make them successful future Entrepreneurs

Outcome :

This Webinar is developed for student looking to innovate, adapt their mind-set to look through a new lens. The outcome aspects

1. The concept of Entrepreneurship
2. Importance of innovation and idea generation
3. The skills, characteristics, attributes and functions of Entrepreneurs

Remarks and Feedback on the Event:

- Students to come up with the ideas/products to solve the issues in the society.
- Students to use the facilities either to come up with the ideas as an individual or as a team of students.

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- Culture of Entrepreneurship in the students by applying for grants, seed funding and angel investors for financial support to convert students' ideas into products or from products to pilot projects.
- Participating in the various platforms to pitch our product and win the competitions.

Plan of Implementing in HiCET (if any) :

- The EDC taking the effective steps to convert product into market level.

Category: **IIC/~~MIC/ Self~~**

Name of Student Coordinator:
1) Ajinraj KR Reg No: 720721105006 ,
2) Devendran M - Reg No: 720721105013
3) Tarun S - Reg No: 720721105060

Weather Event Brochure / Invitation Published in Social Media : **Yes** / ~~No~~

If Yes, Mention Link details:
https://www.instagram.com/p/CwkGGFWPHb1/

Signature of the Faculty HoD President

PRINCIPAL
Hindusthan College of Engineering & Technology
COIMBATORE - 641 032.

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Copy of the Event Brochure / Invitation:

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INSTITUTION'S INNOVATION COUNCIL (Ministry of HRD Initiative)

IIC DRIVEN ACTIVITY

Department of Electrical and Electronics Engineering

Organizing a Session on

" Accelerators / Incubation- Opportunities for Students & Faculty - Early Stage Entrepreneurs "



WEDNESDAY
30 August 2023
TIME
11.00-12.30 pm



SPEAKER I
Mr Dineshkumar N,
Proprietor,
DHANU SRI ENTERPRISES

SPEAKER II
Mr Jegan Kumar M
Proprietor,
DHANVIKA ENTERPRISES

CEO
Dr Karunakaran K

PRINCIPAL
Dr Jaya J

CONVENOR
Dr Ananthamoorthy N P
PROF / HOD / EEE

COORDINATORS
Mr Saravanakumar K
AP / EEE / HiCET
Mr Maheshkumar N
AP / EEE / HICET

REGISTER NOW
https://forms.gle/vjNmVqyV6fn1yNgz6

Google Meet

"Young Entrepreneurs will make a difference in the Indian Ecosystem." — Ratan Tata

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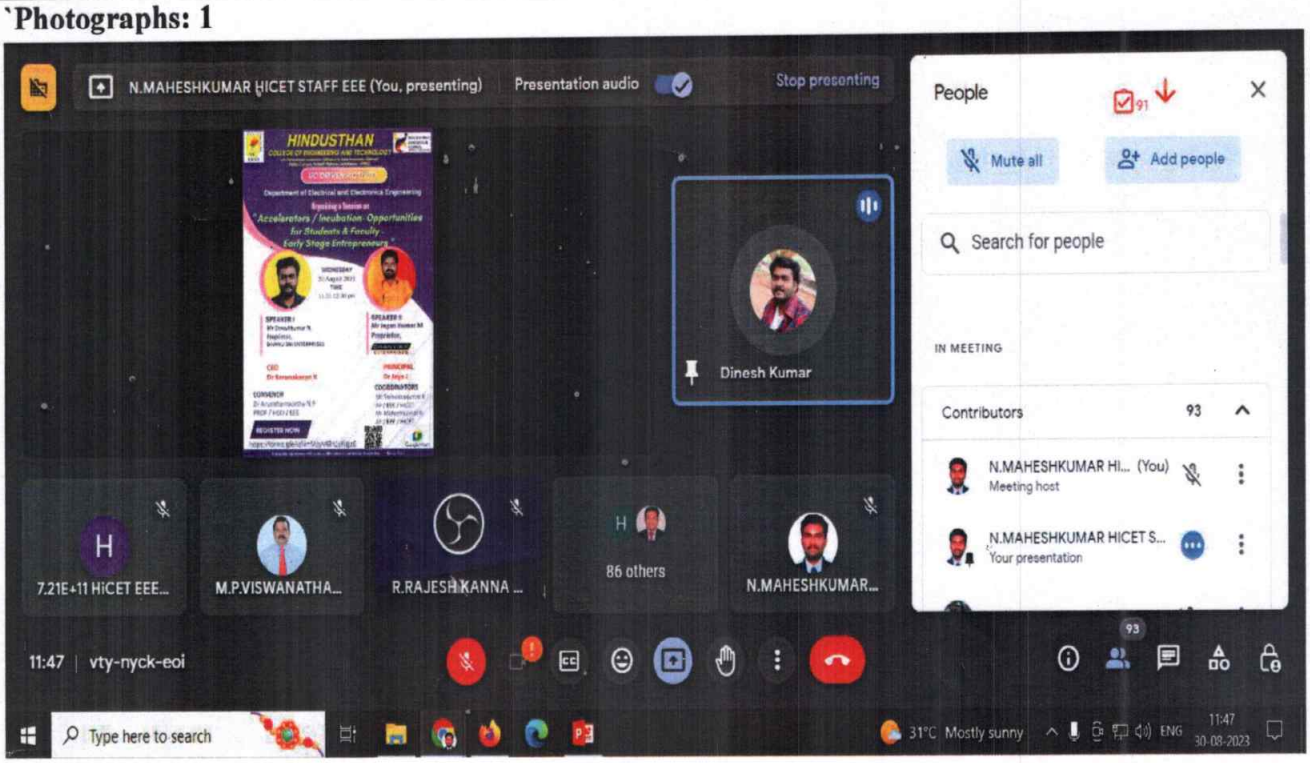
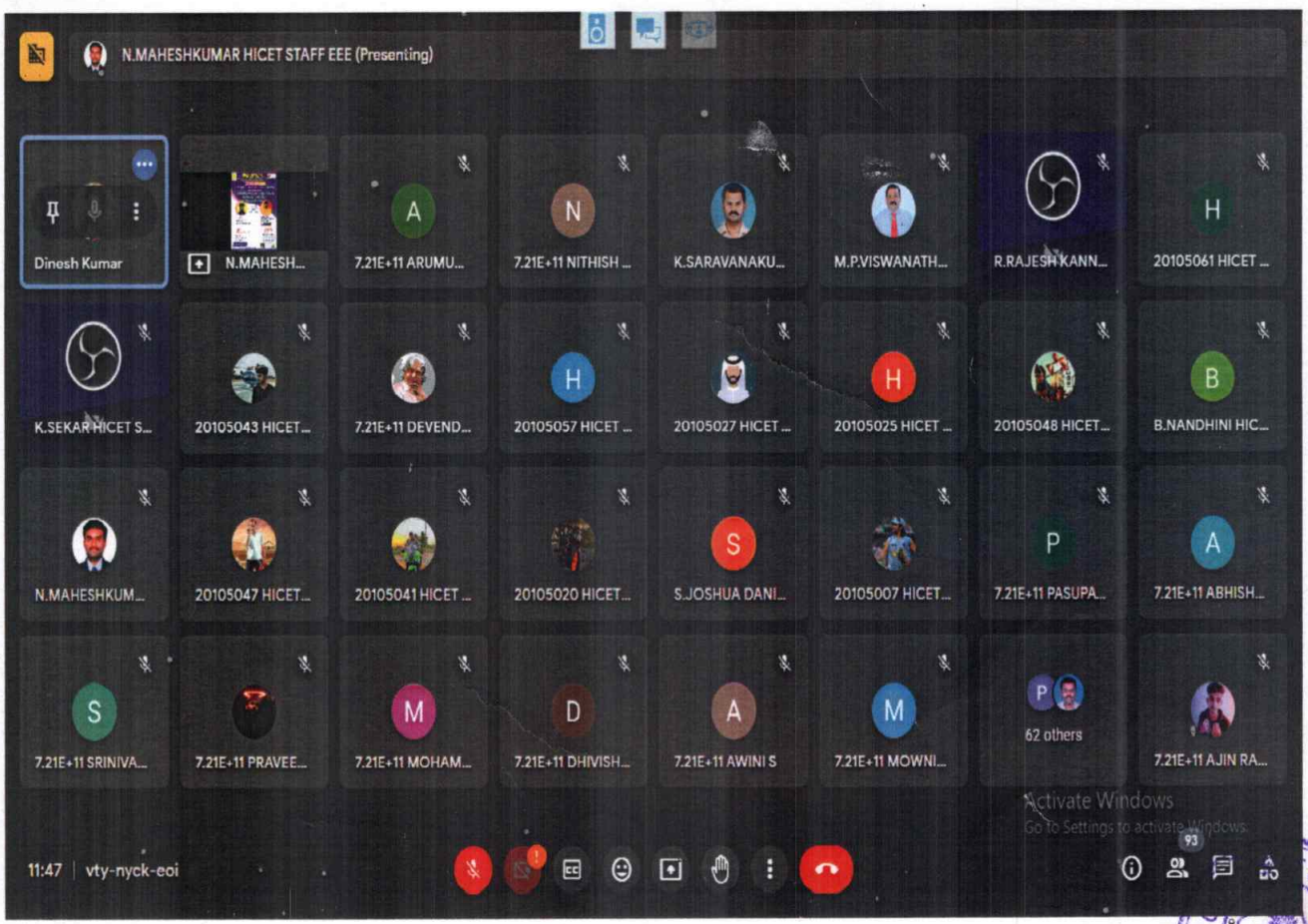
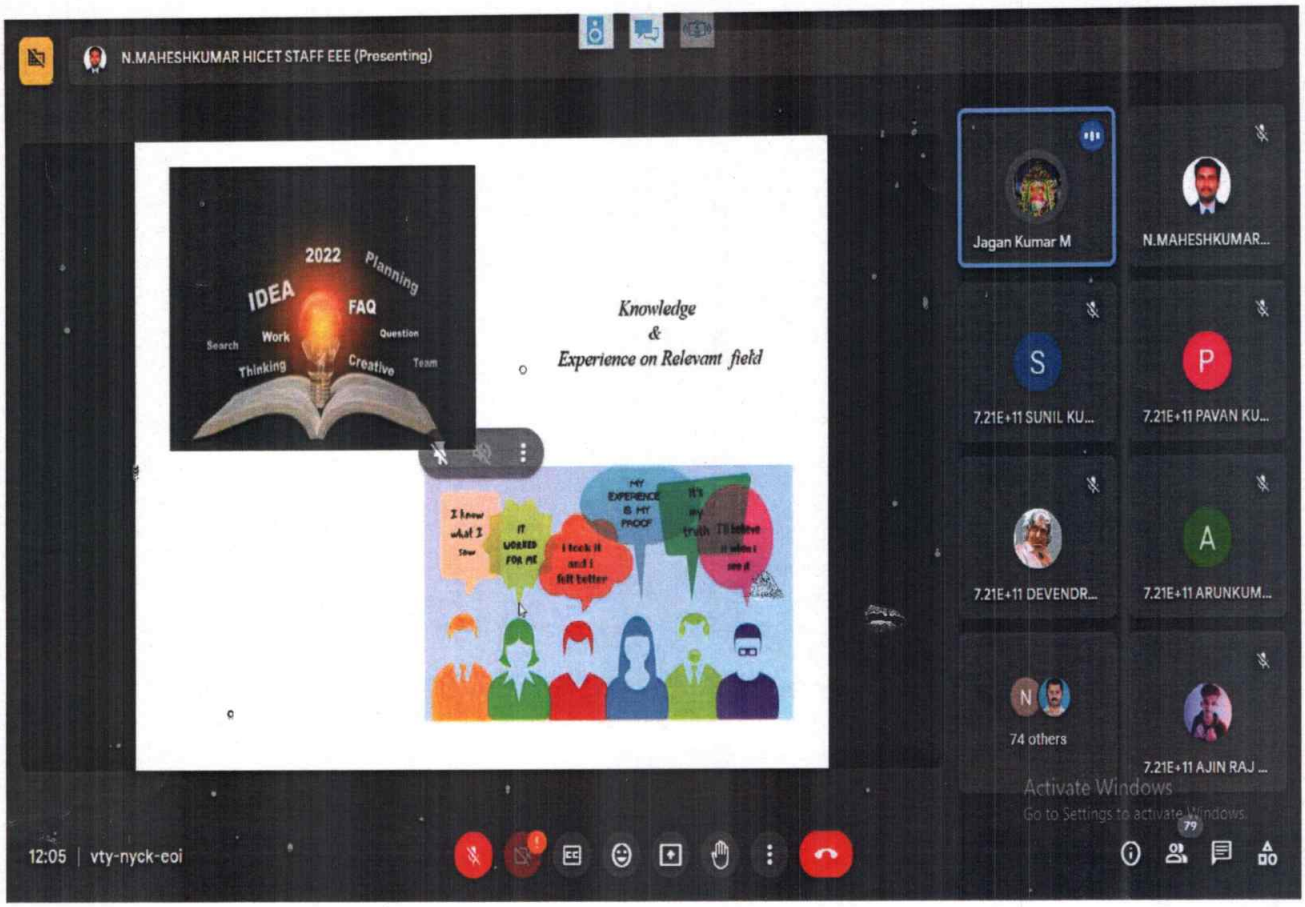
Geo Tagged Photographs of Event

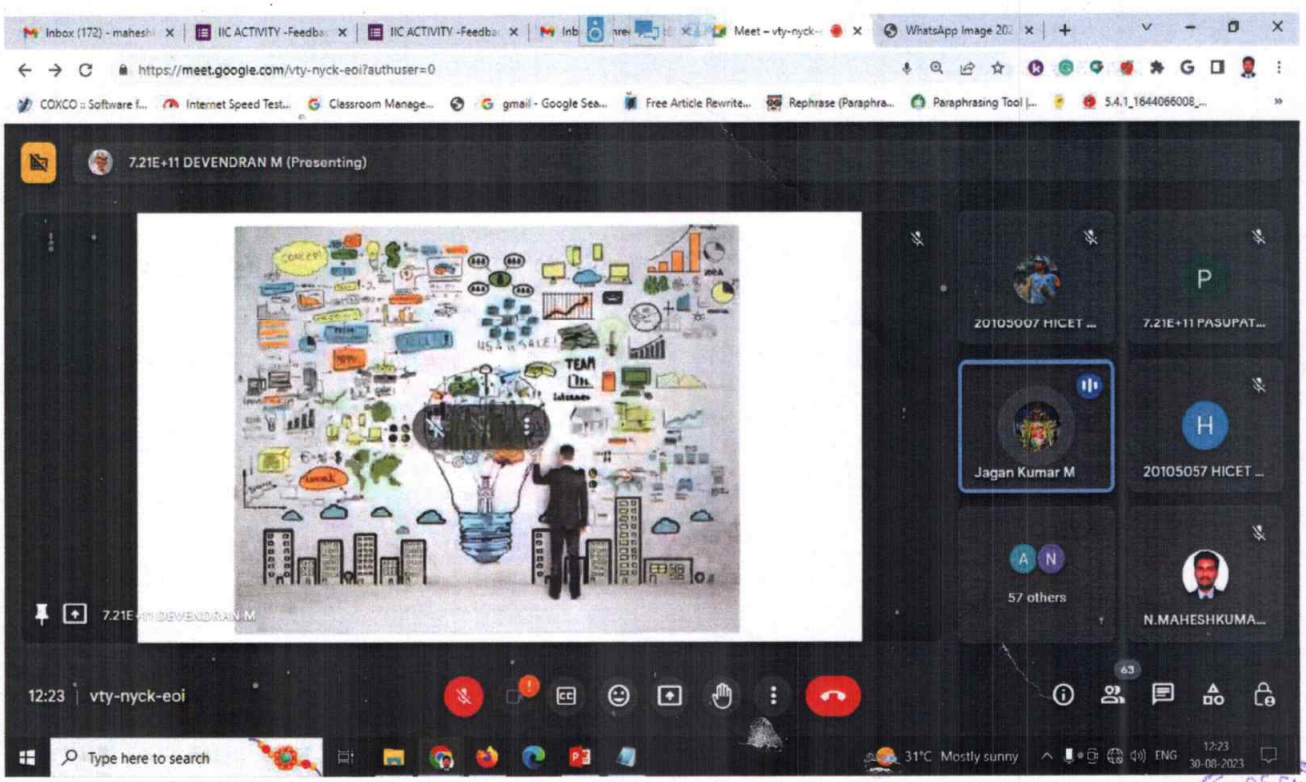
`Photographs: 1





`Photographs:2





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INSTITUTION'S INNOVATION COUNCIL
(Ministry of HRD Initiative)

Attendance

S NO	Timestamp	Username	Participant Name	Confirm Retype Email	Participant Type	Designation	Department	College name
1	2023/08/30 12:48:41 pm GMT+5:30	20105007@hicet.ac.in	Mr BALAKUMARAN A	20105007@hicet.ac.in	Student	IV	EEE	Hindustan college of engineering and technology
2	2023/08/30 12:49:25 pm GMT+5:30	20105052@hicet.ac.in	Mr.SIVASANKARAN B	20105052@hicet.ac.in	Student	IV yr	B.E.EEE	Hindusthan college of engineering and technology
3	2023/08/30 12:49:52 pm GMT+5:30	20105005@hicet.ac.in	ALAMEEN A	20105005@hicet.ac.in	Student	IV year	Electrical and elec	Hindustan college of engineering and technology
4	2023/08/30 12:49:56 pm GMT+5:30	joshuadaniel.eee@hicet.ac.in	Mr. JOSHUA DANIEL S	joshuadaniel.eee@hicet.ac.in	Faculty	ASSISTANT PROFESSOR	ELECTRICAL AND I	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
5	2023/08/30 12:49:59 pm GMT+5:30	20105025@hicet.ac.in	Mr MANOJ KUMAR V	20105025@hicet.ac.in	Student	IV [illegible]	EEE	hindusthan college of engineering and technology
6	2023/08/30 12:50:15 pm GMT+5:30	20105027@hicet.ac.in	Mr MOHAMED FARHAT I	20105027@hicet.ac.in	Student	IV	EEE	Hindusthan college of engineering and technology
7	2023/08/30 12:50:22 pm GMT+5:30	720721105036@hicet.ac.in	Mr.NITHISH JOYAL A	720721105036@hicet.ac.in	Student	III	EEE	Hindustan College of engineering and technology
8	2023/08/30 12:50:30 pm GMT+5:30	aravindhasami04@gmail.com	Mr. ARAVINDHASAMI.S	aravindhasami04@gmail.com	Student	III yr-EEE	Electrical and elec	Hindustan college of engineering and technology
9	2023/08/30 12:50:33 pm GMT+5:30	a0s0h0i0f@gmail.com	M.ASHIF AHAMMED	a0s0h0i0f@gmail.com	Student	2	EEE	Hindusthan College of engineering and technology
10	2023/08/30 12:50:45 pm GMT+5:30	20105018@hicet.ac.in	Mr HARIKRISHNA S	20105018@hicet.ac.in	Student	IV	EEE	Hindustan college of engineering and technology
11	2023/08/30 12:50:59 pm GMT+5:30	720721105025@hicet.ac.in	Mr.LOGESH S	720721105025@hicet.ac.in	Student	III	B.E EEE	Hindusthan College of Engineering and Technology
12	2023/08/30 12:50:59 pm GMT+5:30	20105047@hicet.ac.in	Mr-SAKTHIDHASAN V	20105047@hicet.ac.in	Student	IV yr	EEE	Hindustan college of engineering and technology
13	2023/08/30 12:51:00 pm GMT+5:30	720721105006@hicet.ac.in	Mr.AJIN RAJ K R	720721105006@hicet.ac.in	Student	III rd year	EEE	Hindusthan College of engineering and technology
14	2023/08/30 12:51:17 pm GMT+5:30	720721105039@hicet.ac.in	PRADEEP K.S	720721105039@hicet.ac.in	Student	3 year	EEE	Hindustan college of engineering and technology
15	2023/08/30 12:51:17 pm GMT+5:30	20105020@hicet.ac.in	MR.KATHIRAVAN K	20105020@hicet.ac.in	Student	IV yr	EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
16	2023/08/30 12:51:21 pm GMT+5:30	720721105038@hicet.ac.in	M.PONPARTHIPAN	720721105038@hicet.ac.in	Student	III year	EEE	Hindusthan College of engineering and Technology
17	2023/08/30 12:51:21 pm GMT+5:30	720721105001@hicet.ac.in	ABHISHEK K V	720721105001@hicet.ac.in	Student	IIIrd Year	ELECTRICAL AND I	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
18	2023/08/30 12:51:27 pm GMT+5:30	20105040@hicet.ac.in	SANJEEV V	20105040@hicet.ac.in	Student	IV year	EEE DEPARTMENT	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
19	2023/08/30 12:51:33 pm GMT+5:30	720721105025@hicet.ac.in	Ms.KAVIYA M	720721105025@hicet.ac.in	Student	II	Electrical and elec	Hindusthan college of engineering and technology
20	2023/08/30 12:51:38 pm GMT+5:30	priya_a.cse@hicet.ac.in	Dr. Priya A	priya_a.cse@hicet.ac.in	Faculty	Assistant professor	Computer science	Hindusthan college of engineering and technology Coimbatore
21	2023/08/30 12:51:40 pm GMT+5:30	20105058@hicet.ac.in	Mrs-VASANTHAKUMAR S	20105058@hicet.ac.in	[illegible]	[illegible]	EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
22	2023/08/30 12:51:44 pm GMT+5:30	720721105059@hicet.ac.in	NIKSHITHA SHERIN N	720721105059@hicet.ac.in	[illegible]	[illegible]	ELECTRICAL AND I	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
23	2023/08/30 12:51:55 pm GMT+5:30	720721105041@hicet.ac.in	MR PRAKASH S	720721105041@hicet.ac.in	Student	3rd year	UG Electrical and	Hindustan college of engineering and technology
24	2023/08/30 12:51:58 pm GMT+5:30	720722105026@hicet.ac.in	M.E.Kasandhran	720722105026@hicet.ac.in	Student	II	EEE	Hindustan college of engineering
25	2023/08/30 12:52:03 pm GMT+5:30	720721105019@hicet.ac.in	Mr.JAYAPRASANTH.S	720721105019@hicet.ac.in	Student	2nd year	UG EEE	Hindustan college of engineering and technology
26	2023/08/30 12:52:14 pm GMT+5:30	720721105042@hicet.ac.in	Praveen k	720721105042@hicet.ac.in	Student	III	UG	Hindusthan College of Engineering and Technology
27	2023/08/30 12:52:18 pm GMT+5:30	720721105062@hicet.ac.in	Mr VISHNUKUMAR.S	720721105062@hicet.ac.in	Student	III	EEE	Hindusthan college of engineering and technology coimbatore
28	2023/08/30 12:52:20 pm GMT+5:30	720721105054@hicet.ac.in	Mrs SONIYA D	720721105054@hicet.ac.in	Student	III	EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
29	2023/08/30 12:52:24 pm GMT+5:30	720721105013@hicet.ac.in	M	720721105013@hicet.ac.in	Student	III	EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
30	2023/08/30 12:52:28 pm GMT+5:30	720721105053@hicet.ac.in	Ms.Sathya S	720721105053@hicet.ac.in	Student	III	EEE	Hindusten college of engineering and technology
31	2023/08/30 12:52:33 pm GMT+5:30	20105010@hicet.ac.in	CHOCKALINGAM S	20105010@hicet.ac.in	Student	IV yr	BE-EEE	Hindusthan college of engineering and technology
32	2023/08/30 12:52:35 pm GMT+5:30	720722105062@hicet.ac.in	Mr.VISHNU A	720722105062@hicet.ac.in	Student	II	BE-EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY COIMBATORE
33	2023/08/30 12:52:35 pm GMT+5:30	720721105033@hicet.ac.in	Mr MOWNISH.A	720721105033@hicet.ac.in	Student	III	BE.EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
34	2023/08/30 12:52:36 pm GMT+5:30	720721105005@hicet.ac.in	Mr.AJAY KUMAR S	720721105005@hicet.ac.in	Student	III	B.E.EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY

S NO	Timestamp	Username	Participant Name	Confirm Retype Email	Participant Type	Designation	Department	College name
35	2023/08/30 12:52:37 pm GMT+5:30	720721105040@hicet.ac.in	Mr.J.PRAKASH	720721105040@hicet.ac.in	Others	III	Electrical and elec	Hindustan college of engineering and technology
36	2023/08/30 12:52:38 pm GMT+5:30	20105036@hicet.ac.in	Praveen M	20105036@hicet.ac.in	Student	IV	EEE	Hindusthan college of engineering and technology
37	2023/08/30 12:52:40 pm GMT+5:30	720722105048@hicet.ac.in	Mr.R.SARAN	720722105048@hicet.ac.in	Student	II	EEE (UG student)	HINDUSTAN COLLEGE OF ENGINEERING AND TECHNOLOGY, COIMBATORE
38	2023/08/30 12:52:48 pm GMT+5:30	720721105012@hicet.ac.in	Mr BHARATH G	720721105012@hicet.ac.in	Student	3rd year	EEE	Hindusthan college of engineering and technology
39	2023/08/30 12:52:51 pm GMT+5:30	720721105047@hicet.ac.in	Mr.sabarivasan	720721105047@hicet.ac.in	Student	III YR	UG	Hindusthan College of engineering and technology
40	2023/08/30 12:52:52 pm GMT+5:30	720721105018@hicet.ac.in	L.GOWTHAM	720721105018@hicet.ac.in	Student	3rd year	EEE	Hindusthan College of Engineering and Technology
41	2023/08/30 12:52:58 pm GMT+5:30	720722105087@hicet.ac.in	T.Sugumaran	720722105087@hicet.ac.in	Student	Second year	UG EEE	Hindusthan College of Engineering and technology Coimbatore
42	2023/08/30 12:53:01 pm GMT+5:30	720722105010@hicet.ac.in	Ms. Awini	720722105010@hicet.ac.in	Student	2yr	EEE	Hindusthan college of engineering
43	2023/08/30 12:53:02 pm GMT+5:30	720721105088@hicet.ac.in	Mr STEWARD CONSIYAN	720721105088@hicet.ac.in	Student	III	B.E EEE	Hindusthan College Of Engineering And Technology
44	2023/08/30 12:53:02 pm GMT+5:30	720721105052@hicet.ac.in	Ms SIVAPRIYA.V	720721105052@hicet.ac.in	Student	II	Electrical and elec	Hindusthan College of engineering and technology
45	2023/08/30 12:53:04 pm GMT+5:30	720721105028@hicet.ac.in	MADHAN R	720721105028@hicet.ac.in	Student	II	EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
46	2023/08/30 12:53:08 pm GMT+5:30	720721105035@hicet.ac.in	Mr MUBARAK A	720721105035@hicet.ac.in	Student	II	Electrical and elec	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
47	2023/08/30 12:53:09 pm GMT+5:30	720721105060@hicet.ac.in	Mr Tarun	720721105060@hicet.ac.in	Student	3	Electrical and Elec	Hindusthan College of Engineering and Technology
48	2023/08/30 12:53:09 pm GMT+5:30	720721105051@gmail.com	MR. SATHISH .S	ssathish13623@gmail.com	Student	III	EEE	Hindustan college of engineering and technology
49	2023/08/30 12:53:12 pm GMT+5:30	720721105007@hicet.ac.in	Mr. A. ARUNKUMAR	arunk85700@gmail.com	Student	II	EEE	HICET
50	2023/08/30 12:53:14 pm GMT+5:30	720721105043@hicet.ac.in	Mr.S.PRAVIN	720721105043@hicet.ac.in	Student	III	EEE	HICET
51	2023/08/30 12:53:15 pm GMT+5:30	720721105004@hicet.ac.in	Mr. AJAY A	720721105004@hicet.ac.in	Student	III	B.E (EEE)	Hindustan college of Engineering And Technology
52	2023/08/30 12:53:25 pm GMT+5:30	20105804@hicet.ac.in	SOMESH M	20105804@hicet.ac.in	Student	IV	EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
53	2023/08/30 12:53:27 pm GMT+5:30	720721105017@hicet.ac.in	GOPI A	720721105017@hicet.ac.in	Student	III yr	UG BE. EEE	Hindusthan college of engineering and technology
54	2023/08/30 12:53:30 pm GMT+5:30	720721105055@hicet.ac.in	MR SRIKUMARAN A	720721105055@hicet.ac.in	Student	3rd year	Electrical and Elec	Hindusthan College of engineering and technology
55	2023/08/30 12:53:31 pm GMT+5:30	720721105010@hicet.ac.in	Mr ARUMUGAM AKASH I	720721105010@hicet.ac.in	Student	III yr	Electrical and Elec	Hindusthan College of engineering and technology
56	2023/08/30 12:53:40 pm GMT+5:30	720721105014@hicet.ac.in	Mr. DHIVISHATH S J	720721105014@hicet.ac.in	Student	III yr	BE EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
57	2023/08/30 12:53:40 pm GMT+5:30	720721105016@hicet.ac.in	Mr GOKULGANDHI E	720721105016@hicet.ac.in	Student	III	BE EEE	Hindusthan college of engineering and technology
58	2023/08/30 12:53:41 pm GMT+5:30	720721105057@hicet.ac.in	MR SRINIVASAN.B	720721105057@hicet.ac.in	Student	III	EEE	Hindusthan College of Engineering and Technology
59	2023/08/30 12:53:46 pm GMT+5:30	premmass845@gmail.com	Mr. PREM KUMAR E	premmass845@gmail.com	Student	2	EEE	Hindustan college of engineering and technology
60	2023/08/30 12:53:50 pm GMT+5:30	20105012@hicet.ac.in	Mr.DINESH.RP	20105012@hicet.ac.in	Student	IV	EEE	Hindusthan College of engineering and technology
61	2023/08/30 12:53:53 pm GMT+5:30	720721105047@hicet.ac.in	Mr SANJAYKUMAR L V	720721105047@hicet.ac.in	Student	II year	EEE	Hindusthan College of Engineering and Technology
62	2023/08/30 12:54:01 pm GMT+5:30	720721105002@hicet.ac.in	AKALYA K	720721105002@hicet.ac.in	Student	II	ELECTRICAL AND I	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
63	2023/08/30 12:54:25 pm GMT+5:30	720721105060@hicet.ac.in	Mr VIGNESH.S	720721105060@hicet.ac.in	Student	II yr	EEE	Hindusthan College of Engineering and Technology
64	2023/08/30 12:54:31 pm GMT+5:30	vetrivelpandiyan3@gmail.com	Mr.VETRI VEL N	vetrivelpandiyan3@gmail.com	Student	2nd year	EEE	Hindustan collage of engineering and technolgy
65	2023/08/30 12:54:32 pm GMT+5:30	720721105044@hicet.ac.in	Mr I. Rajan	720721105044@hicet.ac.in	Student	II	ELECTRICAL AND I	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
66	2023/08/30 12:54:45 pm GMT+5:30	720721105054@hicet.ac.in	MR SRIMURALIKRISHNA	720721105054@hicet.ac.in	Student	II yr	EEE	Hindusthan College of Engineering and Technology
67	2023/08/30 12:54:47 pm GMT+5:30	muthuram.eee@hicet.ac.in	Mr. MUTHURAM G	muthuram.eee@hicet.ac.in	Faculty	ASSOCIATE PROFESSOR	EEE	Hindusthan College of Engineering and Technology
68	2023/08/30 12:55:08 pm GMT+5:30	720721105055@hicet.ac.in	Mr. Srinivasan	720721105055@hicet.ac.in	Student	II	EEE	Hindusthan college of Engineering technology
69	2023/08/30 12:55:13 pm GMT+5:30	720721105040@hicet.ac.in	Prakash J	720721105040@hicet.ac.in	Student	3 year	EEE	Hindustan college of engineering and technology
70	2023/08/30 12:55:21 pm GMT+5:30	720721105020@hicet.ac.in	Gunasekar M	720721105020@hicet.ac.in	Student	3rd year	BE(Electrical and	Hindusthan college of engineering and technology

mailto:priya_a.cse@hicet.ac.in

mailto:720721105010@hicet.ac.in

HINDUSTHAN COLLEGE OF ENGG & TECH • CBE • 32 •

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
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Valley Campus, Pollachi Highway, Coimbatore – 641 032.

INSTITUTION'S INNOVATION COUNCIL (Ministry of HRD Initiative)

S NO	Timestamp	Username	Participant Name	Confirm Retype Email	Participant Type	Designation	Department	College name
71	2023/08/30 12:55:25 pm GMT+5:30	720722105008@hicet.ac.in	Mr.Akash Kumar CM	720722105008@hicet.ac.in	Student	II	EEE	Hindusthan college of engineering and technology
72	2023/08/30 12:55:34 pm GMT+5:30	sundarswamy.eee@hicet.ac.in	Mr. SUNDAR SWAMY A	sundarswamy.eee@hicet.ac.in	Non Teaching	Lab.Technician	Electrical and Elec	Hindusthan College of Engineering and Technology
73	2023/08/30 12:55:37 pm GMT+5:30	20105043@hicet.ac.in	SABARISHWAR V	20105043@hicet.ac.in	Student	VI	EEE	Hindusthan college of engineering and Technology
74	2023/08/30 12:56:05 pm GMT+5:30	720721105052@hicet.ac.in	Mr MOHANESH SM	720721105052@hicet.ac.in	Student	III	EEE	Hindusthan College of engineering and technology
75	2023/08/30 12:56:16 pm GMT+5:30	720722105054@hicet.ac.in	C MOHANRAJ	720722105054@hicet.ac.in	Student	2nd Year	UG EEE	Hindusthan College Of Engineering And Technology
76	2023/08/30 12:56:29 pm GMT+5:30	720722105058@hicet.ac.in	SUNIL KUMAR.E	720722105058@hicet.ac.in	Student	II	BE.EEE	Hindusthan college of engineering and technology
77	2023/08/30 12:56:41 pm GMT+5:30	720721105023@hicet.ac.in	Mr KHAMALESH M D	720721105023@hicet.ac.in	Student	III	B.E.EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
78	2023/08/30 12:57:48 pm GMT+5:30	720721105050@hicet.ac.in	Mr SATHISH B	720721105050@hicet.ac.in	Student	III yr	EEE	Hindusthan college of engineering and technology
79	2023/08/30 12:58:02 pm GMT+5:30	720721105063@hicet.ac.in	Mr.NAVEENKUMAR S	720721105063@hicet.ac.in	Student	III	EEE	Hindusthan college of engineering and technology
80	2023/08/30 12:58:16 pm GMT+5:30	20105061@hicet.ac.in	Mr VISWAS S	20105061@hicet.ac.in	Student	IV	EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
81	2023/08/30 12:58:26 pm GMT+5:30	720722105024@hicet.ac.in	S.KAVILKANNAN	720722105024@hicet.ac.in	Student	Second year	EEE	Hindustan college of engineering and technology
82	2023/08/30 12:58:28 pm GMT+5:30	720722105030@hicet.ac.in	Mr MANISH M	720722105030@hicet.ac.in	Student	II	Nil	HINDUSTAN COLLEGE OF ENGINEERING AND TECHNOLOGY
83	2023/08/30 12:59:44 pm GMT+5:30	720722105017@hicet.ac.in	Mr-JASWANTH.S	720722105017@hicet.ac.in	Student	2nd	BE-EEE	Hindusthan College of engineering and technology
84	2023/08/30 1:00:53 pm GMT+5:30	nthoufi56@gmail.com	Mr	nthoufi56@gmail.com	Student	2nd year	B.E EEE	Hidusthan college of engineering and technology
85	2023/08/30 12:52:46 pm GMT+5:30	720721105012@hicet.ac.in	Mr BHARATH G	720721105012@hicet.ac.in	Student	3rd year	EEE	Hindusthan college of engineering and technology
86	2023/08/30 12:52:51 pm GMT+5:30	720721105047@hicet.ac.in	Mr.sabarivasan	720721105047@hicet.ac.in	Student	III YR	UG	Hindusthan College of engineering and technology
87	2023/08/30 12:52:52 pm GMT+5:30	720721105018@hicet.ac.in	L.GOWTHAM	720721105018@hicet.ac.in	Student	3rd year	EEE	Hindusthan College of Engineering and Technology
88	2023/08/30 12:52:58 pm GMT+5:30	720722105057@hicet.ac.in	T.Sugumaran	720722105057@hicet.ac.in	Student	Second year	UG EEE	Hindusthan College of Engineering and technology Coimbatore
89	2023/08/30 12:53:01 pm GMT+5:30	720722105010@hicet.ac.in	Ms. Awini	720722105010@hicet.ac.in	Student	2yr	EEE	Hindusthan college of engineering
90	2023/08/30 12:53:14 pm GMT+5:30	720721105043@hicet.ac.in	Mr.S.PRAVIN	720721105043@hicet.ac.in	Student	III	EEE	HICET
91	2023/08/30 12:53:15 pm GMT+5:30	720721105004@hicet.ac.in	Mr. AJAY A	720721105004@hicet.ac.in	Student	III	B.E (EEE)	Hindustan college of Engineering And Technology
92	2023/08/30 12:53:31 pm GMT+5:30	720721105010@hicet.ac.in	Mr ARUMUGAM AKASH I	720721105010@hicet.ac.in	Student	III yr	Electrical and Elec	Hindusthan college of engineering and technology
93	2023/08/30 12:53:40 pm GMT+5:30	720721105014@hicet.ac.in	Mr. DHIVISHATH S J	720721105014@hicet.ac.in	Student	III yr	BE EEE	HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
94	2023/08/30 12:53:46 pm GMT+5:30	premmass845@gmail.com	Mr. PREM KUMAR E	premmass845@gmail.com	Student	2	EEE	Hindustan college of engineering and technology

HINDUSTHAN COLLEGE OF ENGG & TECH · CBE · T.N.

ASHOK LEYLAND
Koi Manzil Door Nahin

05th AUGUST 2024

ALAMEEN A
PUDUKOTTAI – 614 619

Dear Mr. **Alameen A,**

Sub: Provisional Offer Letter - Graduate Apprentice

You have been provisionally shortlisted to undergo 1-year **Graduate Apprentice** in any of our Hosur Units under the Apprentice (Amendment) Act, 1973 subject to

a) You found medically fit by our Medical Officer – you need to produce medical test reports.
b) Execution and Registration of a contract of Apprenticeship with the BOAT.

You will be paid a monthly stipend of **Rs. 21,910/-.** You are to report on **05th AUGUST 2024** at the following address by 9:00 hrs:

M/s Ashok Leyland Ltd - Unit II,
No.77, SIPCOT, Electronics Complex Phase-II,
Kumudeppalli, Hosur - 635 130.

You are to bring the following documents while reporting for training and submit the same to Mr. S. Sankar, Deputy Manager – HR.

1. All your original certificates with 1 set of photo copy
2. One copy of Passport & Stamp size color photograph
3. Aadhar copy
4. Medical reports: X-ray of your chest, Blood Group Report, Urine test report for albumen and sugar
5. Bank account proof along with Original pass book for verification purpose.
6. Student Registration No. with NATS2.O Web Portal (https://nats.education.gov.in/)

Terms and conditions and detailed offer letter will be given to you at the time of joining. Accepted

S. RAVICHANDRAN
Deputy General Manager - HR

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Hindusthan
College of Engineering and Technology,
Valley Campus, Coimbatore 641 032.
HICET www.hicet.ac.in

Report for Seminar on "The Magic of Being Mariner: *A Sea of opportunities*" organized

Name of the Faculty : **MUTHURAM G / JOSHUA DANIEL S**	
Department : **EEE**	Designation : **Associate Professors / EEE**
Name of the Event : **"The Magic Of Being a Mariner: A Sea of opportunities"**	
Level :	**College Level**
Mapping with UN SDGs (Tick the relevant) : **Quality education (SDG 4),**	
Venue / Mode : **Ganga Hall – HiCET / Physical Mode**	
No. of Days : **01**	Dates : **07.03.2024**
Funded by :	**Management**
No. of Participants : **93**	Registration charges (if any) : **NIL**
Name and Designation of Resource Person(s) : **Er. M. S. VIGNESH, Marine Engineer, Orient Ship Management Private Ltd.**	
Outcome: The seminar "**The Magic Of Being Mariner: *A Sea of Opportunities***" was a dynamic and enlightening event that showcased the diverse career paths and opportunities within the maritime industry. Attendees gained valuable insights into industry trends, professional development strategies, and networking opportunities. Through engaging presentations and interactive sessions, participants left feeling inspired and equipped to navigate their maritime careers with confidence and enthusiasm.	
Remarks and Feedback on the Event : Excellent	
Plan of Implementing in HiCET (if any) :	
Signature of the Faculty	Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

Copy of the Event Brochure / Invitation:

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Valley Campus, Pollachi Highway, Coimbatore-32

CAREER GUIDANCE PROGRAMME

DEPARTMENT OF ELECTRICAL & ELECTRONICS ENGINEERING
In association with
IE-I STUDENT CHAPTER
Cordially Invites You All for The

A NATIONAL LEVEL SEMINAR ON

" THE MAGIC OF BEING A MARINER-

A SEA OF OPPORTUNITIES "



CHIEF GUEST

Er. M. S. VIGNESH Marine Engineer
Orient Ship Management Private Ltd.,

PATRONS
PRINCIPAL Dr. J JAYA
CEO Dr. K KARUNAKARAN

CONVENOR
Dr. N P ANANTHAMOORTHY
HoD/ EEE

CO-ORDINATORS
Dr. K SEKAR PROFESSOR /EEE
Mr. G MUTHURAM AsP/ EEE
Mr. S JOSHUA DANIEL AP/ EEE

DATE : 7th MARCH 2024, THURSDAY.
TIME : 11:00 AM TO 12:30 PM.
VENUE : Ganga Hall, HICET.

HINDUSTHAN
COLLEGE OF ENGINEERING AND TECHNOLOGY
(Affiliated To Anna University, Chennai, Accredited With A++ Grade By NAAC, Accredited By NBA, New Delhi)
Valley Campus, Pollachi Highway, Coimbatore - 641 032
CAREER GUIDANCE PROGRAMME
Department of Electrical and Electronics Engineering &
IE-I Student Chapter
Cordially invites you to the
Institution Level Technical Seminar
On
"THE MAGIC OF BEING MARINER:
A Sea of opportunities"
On Monday, 12th February, 2024 at 10:00 am
Resource Person
Er. VIGNESH M S
Marine Engineer,
Orient Ship Management Private Limited.,
Coimbatore - 641 032.



Venue: Ganga Hall, HICET

Department of Electrical and Electronics Engineering
&
IE-I Student Chapter
PROGRAMME AGENDA (07-03-2024)

10:40 am - 10:55 am	:	Welcome Address Prof. Joshua Daniel S, *Assistant Professor/EEE*
10:55 am - 11:00 am	:	Inaugural Address Dr. Ananthamoorthy N P, [redacted]
11:00 am - 12:20 pm	:	Technical Seminar Er. VIGNESH M S Marine Engineer, Orient Ship Management Pvt. Ltd., Coimbatore - 641 032
12:20 pm - 12:30 pm	:	Vote of Thanks Dr. Sekar K, *Professor/EEE*



ALL ARE CORDIALLY INVITED!!!

HINDUSTHAN COLLEGE OF ENGG & TECH - CBE - 32

Geo Tagged Photographs of Event – 2 Nos:









Copy of the Participation/Issue Certificate:

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COLLEGE OF ENGINEERING AND TECHNOLOGY

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INSTITUTION'S INNOVATION COUNCIL

IIC - Self Driven Activity

Department of

Electrical and Electronics Engineering.

Certificate of Participation

This is to certify that

Ms. GEETHA C III YEAR - EEE

OF HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY COIMBATORE -32, has actively Participated in a one day A NATIONAL LEVEL TECHNICAL SEMINAR ON The Magic Of Being Mariner: A Sea of opportunities on 07.03.2024 Organized by IE (I) – STUDENT CHAPTER & Institution's Innovation Council

Convener
Dr N P Ananthamoorthy
HoD/EEE

Principal
Dr J Jaya

HINDUSTHAN

COLLEGE OF ENGINEERING AND TECHNOLOGY

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IIC - Self Driven Activity

Department of

Electrical and Electronics Engineering.

Certificate of Participation

This is to certify that

Mr. TARUN S III YEAR - EEE

OF HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY COIMBATORE -32, has actively Participated in a one day A NATIONAL LEVEL TECHNICAL SEMINAR ON The Magic Of Being Mariner: A Sea of opportunities on 07.03.2024 Organized by IE (I) – STUDENT CHAPTER & Institution's Innovation Council

Convener
Dr N P Ananthamoorthy
HoD/EEE

Principal
Dr J Jaya

HINDUSTHAN COLLEGE OF ENGG & TECH - CBE - 32

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INSTITUTION OF ENGINEERS (IE-I)

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TECHNICAL SEMINAR ON

"THE MAGIC OF BEING MARINER: A SEA OF OPPORTUNITIES"

Sl. No.	Register Number	Name of the Student	Year & Department	Signature
1	720723105061	Vaishali A.K	I & EEE	Vaishali
2	720723105038	Nethasini.K	I & EEE	
3	720723105049	Roshini. M	I & EEE	
4	720723105042	Ojasvi.D.	I & EEE	D.
5	720723105039	Niranjana.S	I & EEE	
6	720721105015	Geetha.C	III - EEE	
7	720721105044	Preethi P	III - EEE	
8	720721105007	Akshiya.A.J	III - EEE	
9	720721105054	Soniya.D	III - EEE	
10	720721105053	Sathya.S	III - EEE	
11	720723105040	Niranjana.V	3rd year - EEE	
12	720723105048	Ritika KR	I year - EEE	
13	720722105052	V. Sivapriya.	II nd BE. EEE	V.
14	720722105059	C. UDHASINI	II nd yr EEE	C.
15	720722105010	Awini. S	II nd yr EEE	S.
16	720722105056	S.K.SUDHARSAN	II nd Yr EEE	S.K.
17	720722105057	T. SUGUMARAN	II nd EEE	T.
18	720722105039	NIKSHITHA N	II nd EEE	
19	720722105023	M.J.Kathiravan	II nd EEE	
20	720722105047	L.V.Sanjaykumar	II nd EEE	

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Sl. No.	Register Number	Name of the Student	Year & Department	Signature
21	7207211050 18	GOWTHAM.L	EEE - 3rd	L.
22	720721105055	SRIKUMARAN.A	EEE - 3rd year	A. Srikumaran
23	720721105043.	PRAVIN.S	EEE - 3rd year	Pravin S
24	720721105012	Bharath.G	EEE - 3rd year	B. Bharath
25	720721105009	Aravindhasami.S	EEE - 3rd year	S. Aravindhasami
26	720723105001	Asarif	EEE - 1st Year	S. Asarif
27	720721105020	Gunasekar	EEE - 3rd	Gunasekar
28	720721105026	manoj.S	EEE - 3rd	manoj
29	720721105030	MOHAMMED IHJAAZ.V	EEE 3rd	Ihjaaz
30	720721105031	mohammed shabeer Palassai	EEE 3rd	Shabeer
31	720723104001	Anisha Maryam.A	CSE - 1 Year	Anisha
32	720723104002	Aathir.S	CSE - 1 year	S. Aathir
33	720723104004	Abinesh.D	CSE - 1 year	Abinesh
34	720723104005	ABISHEK KUMAR	CSE - 1 year	Abishek
35	720723104008	Ajolin JP	CSE - I year	Ajolin
36	720723104009	Akash.M	CSE - I year	Akash. M.
37	720723104006	Abishek - S	CSE - I year	Abishek
38	720723104007	Ahil hussain.J	CSE - I st year	J. Ahil
39	720723104024	Ashvath M	CSE - I st year	M. Ashvath
40	720723104023	Arunnath.S	CSE - I st year	Arunnath

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"THE MAGIC OF BEING MARINER: A SEA OF OPPORTUNITIES"

Sl. No.	Register Number	Name of the Student	Year & Department	Signature
41	720721105023	KHAMALESH .M.D	EEE - III	M.D
42	720721105032	MOHANESH.S.M	EEE - III	S.M
43	720721105060	TARUN S	EEE - III	S Tarun
44	720721105005	S. Ajay Kumar	EEE - III	
45	720721105037	S. PASUPATHI	EEE - III	S.pasupathi
46	720721105049	M.Santhosh	EEE - III	M.Santhosh
47	720721105052	A. Sathiskumar	EEE - III	A
48	720721105025	S. LOGESH	EEE - III	S
49	720721105022	M. HARIHARAN	EEE - III	M.Hari
50	720721105056	C. SRINATH	EEE - III	
51	720721105047	K. Sabari Varan	EEE - III	
52	720723104010	S. Alan Prince	CSE - 1st year	
53	720723104012	Anbu Malligarjun .S	CSE - 1st year	
54	720723104013	Anbu selvan. K	CSE - I st year	K.
55	720723104015	Anvar. A	CSE - 1st year	A.A.
56	720723104014	Anupam Sabu	CSE - 1st year	
57	720723104031	Boomikha R V	CSE - 1st year	B
58	720723104030	T. Bharathidasan	CSE - 1st year	T.B
59	720723104028	Bavaneth. D	CSE - 1st year	B
60	720723104027	Ayyappan. S	CSE - 1st year	A

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"THE MAGIC OF BEING MARINER: A SEA OF OPPORTUNITIES"

Sl. No.	Register Number	Name of the Student	Year & Department	Signature
61	720721105010	M Arumugam Akash	BE-EEE	
62	720721105051	S. Sathish	BE-EEE	S. S. H.
63	720721105016	E. Gokul Gandhi	BE.EEE	
64	720721105062	Vishnukumar. S	BE.EEE	Vish.S.
65	720721105057	Srinivasan. B	BE.EEE	B. Srp.
66	720721105023	Meyyanathan. S	BE.EEE	S.M
67	720721105029	M. Mohamed Riswan	BE.EEE	M. Riswan
68	720721105019	N. Gowtham	BE.EEE	N. Gowtham
69	720721105034	Muhammed Hijaj K	B.EEE	Hijaj
70	720721105008	AMAL A.K	B.E EEE	
71	720721105024	KIRAN SOJAN	BE EEE	
72	720721105006	AJIN RAJ K.R	B.E EEE	
73	720723104029	BHARATH.S	B.E CSE(I year)	SBharath
74	720723104032	S.J.Brajin	B.E CSE(I year)	Braju
75	720723104018	R.B Archana	BE CSE (1st yr)	Archana
76	720721104017	M. Aravindhan	B.E CSE (1st year)	M. Ar.
77	720723104016	Aravind M	B.E CSE (1st yr)	Aravind M
78	720723104019	ARIDHARAN.P	B.E CSE 1st yrs	P. Arid
79	720723104020	Arulselvan M	B.E CSE 1st yr	Arul
80	720725104025	Aswin.S	B.E CSE 1st Year	Aswin

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Tel: +91 422 4242424 www.hicet.ac.in

CAREER GUIDANCE PROGRAMME

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

INSTITUTION OF ENGINEERS (IE-I)

Organises

TECHNICAL SEMINAR ON

"THE MAGIC OF BEING MARINER: A SEA OF OPPORTUNITIES"

Sl. No.	Register Number	Name of the Student	Year & Department	Signature
81	720721105014	Dhivishath S J	B.E. EEE	
82	720721105050	Sathish. B	B.E. EEE	
83	720721105011	Arunmozhivarman. S	B.E. EEE	
84	720721105040	Prakash. J	BE. EEE	Prakash
85	720721105063	Naveen Kumar. S	B.E EEE	
86	720721105058	Steward Cossiyan. P	B.E EEE	Steward.
87	720721105803	S. Mohammed Salman	B.E EEE	
88	720721105046	S. Ragul	BE. EEE	S. Ragul
89	720721105045	P. Ragul	BE. EEE	P. Ragul.
90.	720721105801	Gokulakrishnan. D	BE. EEE	
91.	720721105802	John peter. L	BE. EEE	
92.	720721105805	Ramaprakash. S	BE. EEE	S. Ramaprakash.
93.	720721105036	Nithish Joyal. A	III - EEE	

S&G Solutions

No. 1-B, Irugur Road, Shiva Surya Avenue,
Ondipudur, Coimbatore - 641016
9626150839 GSTIN: 33BGAPG8544A1ZY

OFFER LETTER

Subject: Offer Letter **DATE:** 01-01-2025

Dear PRAVIN S

We are pleased to offer you an employment at S&G SOLUTIONS PVT LTD for the position of JUNIOR ENGINEER in our Concern.

We feel that your skills and background will be valuable assets to our team and you will contribute your skills and experience to the growth of our organization.

As per our discussion your Joining date will be on 01-01-2025.

You will be paid a salary of ₹ 2,40,000.00 -Annual CTC and your leave will be applicable as per company our company rules and policy.

As informed during your interview, your first 3 months will be the probation period and according to your skills and involvement you show at your work your salary shall be increased as per our management decision.

As discussed, your work timings will be from 8.30 am to 6.30 pm from Monday to Saturday.

Please confirm your acceptance of this offer by signing and returning a copy of this letter. We look forward to welcoming you.

Congratulations and welcome to S&G SOLUTIONS PVT LTD.

Sincerely
HR Department,
S&G SOLUTIONS PVT LTD.

FOR EMPLOYEE USE :

I agree this offer for my employment at S&G SOLUTIONS PVT LTD. I assure to follow the company rules and regulations strictly for my knowledge and belief.

Yours Sincerely

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

INSTITUTION'S INNOVATION COUNCIL (Ministry of HRD Initiative)

Report for <u>IIC Self Driven activity</u> organized.

Name of the Faculty : Mr. Saravana Kumar V, Mr. Arulmozhinathan T	
Department : Aeronautical Engineering	Designation : Assistant Professor
Name of the Event : Awareness Program on Entrepreneurship – IIC Self Driven Activity	
Level : College Level	
Venue : Kurinji Hall , HiCET	
No. of Days : 01	Dates: 07/10/2023
Funded by : -	
No. of Participants : 147	Registration charges (if any) : -

Name and Designation of Resource Person(s) :

1. Dr. Ashokkumar R
Assistant Professor
Department of Chemistry, Kumaraguru College of Technology , Coimbatore

2. Mr. Hariharasubramanian S
Chairman and Managing Director, SESHA Group of Companies.

3. Mr. Nandakumar M
Founder and Director,
Garudan Unmanned System Private limited, Coimbatore

Outcome :

- Acquainted knowledge about various types of businesses
- Learnt market survey and idea validation techniques
- Encouraged to take entrepreneurship as an alternate career choice.

Remarks and Feedback on the Event :
Planning to Organize more awareness program in future.

Plan of Implementing in HiCET (if any) :
NA

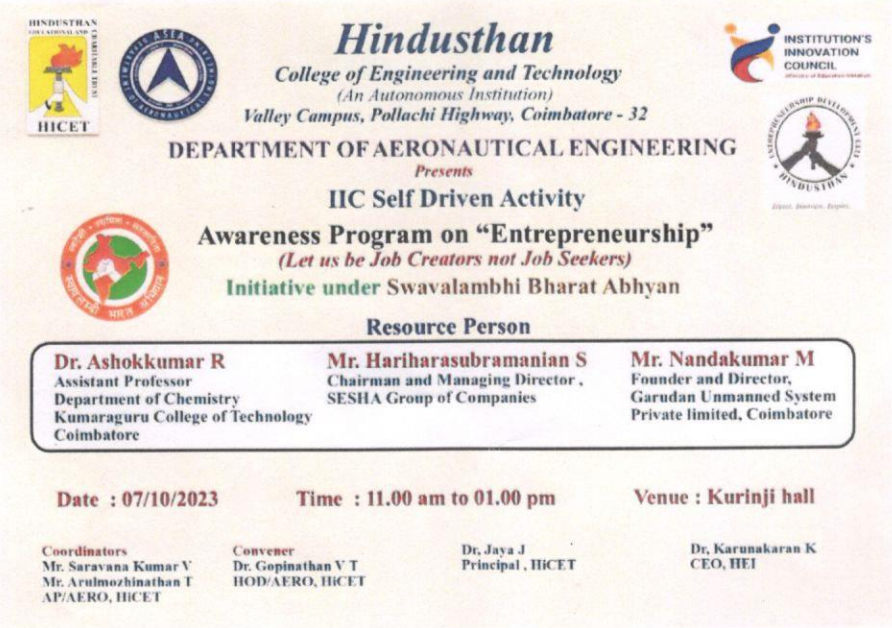
T. Saravana

Signature of the Faculty | HoD | Principal

HINDUSTHAN COLLEGE OF ENGG & TECH

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

Copy of the Event Brochure / Invitation:



Hindusthan

College of Engineering and Technology

(An Autonomous Institution)

Valley Campus, Pollachi Highway, Coimbatore - 32

DEPARTMENT OF AERONAUTICAL ENGINEERING

Presents

IIC Self Driven Activity

Awareness Program on "Entrepreneurship"

(Let us be Job Creators not Job Seekers)

Initiative under Swavalambhi Bharat Abhyan

Resource Person

Dr. Ashokkumar R
Assistant Professor
Department of Chemistry
Kumaraguru College of Technology
Coimbatore

Mr. Hariharasubramanian S
Chairman and Managing Director ,
SESHA Group of Companies

Mr. Nandakumar M
Founder and Director,
Garudan Unmanned System
Private limited, Coimbatore

Date : 07/10/2023 **Time : 11.00 am to 01.00 pm** **Venue : Kurinji hall**

Coordinators
Mr. Saravana Kumar V
Mr. Arulmozhinathan T
AP/AERO, HiCET

Convener
Dr. Gopinathan V T
HOD/AERO, HiCET

Dr, Jaya J
Principal , HiCET

Dr, Karunakaran K
CEO, HEI

Geo Tagged Photographs of Event – 2 Nos:





Guest Speakers addressing the participants

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DEPARTMENT OF AERONAUTICAL ENGINEERING

Program Name: IIC Self Driven Activity "Awarness Program on - Entrepreneurship	Date: 07/10/2023

Attendance Sheet

S.No.	Register No.	Name	Year/ Dept/ Class	Signature
1.	720721101056	P. Thuriksha	III - Aero	[signature]
2.	720721101012	Athilakshmi. S	III - Aero	[signature]
3.	720721101017	Dharunshiya. B	III - Aero	[signature]
4.	720721101010	Ashna Antony.	III - Aero	[signature]
5.	720721101027	Jisna Joy	III - Aero	[signature]
6.	20101049	Rajakeerthani. S	IV - Aero	[signature]
7.	20101810	Poorvaja S.V.	IV - Aero	[signature]
8.	20101027	Gayathri. T	IV - Aero	[signature]
9.	20101058	Sivaranjani. V	IV - Aero	[signature]
10.	20101059	S. Sumega Sree	IV - Aero	[signature]
11.	20101028	Gopika G Nair	IV - Aero	[signature]
12.	720722101069	POORVAJA	II - AERO	[signature]
13.	720722101045	PRIYA MAHADEV	II - AERO	[signature]
14	720722101052	SAJINA. S.	II - AERO.	[signature]
15.	720722101032	LOKESHWARI. S.	II - AERO.	[signature]
16.	720722101033	MADHUMITHA. J.	II - AERO	[signature]
17.	720722101018	DHARSHA.	II - AERO.	[signature]
18.	720722101062	P. VISHALI	II - Aero	[signature]
19.	720722101034	M. MALAR VENI	II - AERO	[signature]
20.	720722101007	ANGELIN PERSINI. M	II - AERO	[signature]
21.	720722101016	DEEPIKA. LP	II - AERO	[signature]
22.	720722101061	THANUSHMATHI. SR	II - AERO	[signature]
23.	720722101038	NITHYA. L	II - AERO	[signature]
24.	720722101056	SARAN. R	II - AERO	[signature]
25.	720722101040	PRAKASH	II - AERO	[signature]
26	720722101055	SARAN M.S	II - AERO	M.S. Saran.
27.	720722101003	ABISHEK SAM. N	II - AERO	[signature]
28.	720722101060	Y. SIVARAM	II - AERO	[signature]
29	720722101041	Pranav. M.S	II - AERO	[signature]
30	720722101020	FARHAN MOHAMMED. P	II - AERO	[signature]
31.	720722101048	B. Emprakash	II - AERO	[signature]
32	720722101002	ABHIRAM. S	II AERO	[signature]
33.	720722101053	Salam Ranees	II Aero	[signature]
34	720722101050	K. Rohith Kumar	II Aero	K. Rohith Kumar

V. Saravan

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HOD/Aero

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S.No.	Register No.	Name	Year/ Dept/ Class	Signature
35	720722101043	A.Praveen	II - Aero	Apraveen
36	720722101046	S.RaguRamRaj	II - Aero	[illegible]
37	720722101042	Pranav.S.V	II - Aero	Pranav.
38	720722101057	Saroon Jose O.S	II - Aero	[illegible]
39	720722101004	Ahim.J.A	II - Aero	[illegible]
40	720722101015	Deepalmurthy.S	II - Aero	S.D.M
41	720722101027	Joel.H	II Aero	H. Joel
42	720722101031	Lokesh M	II - Aero	M. Lokesh
43	720722101001	Abhilash.S	II - Aero	[illegible]
44	720722101008	Anish Baguliyan.M	II - Aero	[illegible]
45	720722101024	HARIKESH.T	II - Aero	[illegible]
46	720722101058	Siva.S	II - Aero	S. Siva
47	720722101041	K.PremsFranEfran	II - Aero	Prem
48	720722101013	Balakrishnan.M	II - Aero	Bala
49	720722101005	K.Amirthaganeshan	II - Aero	K. [illegible]
50	720722101028	S.Kirubalan	II - Aero	S. Kirubalan
51	720722101049	M.Riyaz Prabu (49)	II - Aero	[illegible]
52	720722101054	S.SANKARA MUKESH	II - AERO	[illegible]
53	720722101009	Antonyparkin Roshan.I	II - AERO	Antonyparkin Roshan I.
54	720722101017	Dharanish.C	II - Aero	[illegible]
55	720722101035	M.Marush Nandhan	II - Aero	M. Marush
56	720722101030	M.KOWSICK	II - Aero	M. Kowsick
57	720722101022	V.HARIHARAN	II - Aero	V. Hariharan
58	720722101014	A.BenadicRichard	II - Aero	A. Richard
59	720722101059	S.Sivabalan	II - Aero	S. Sivabalan
60	720722101021	T.Hari Prasith	II - Aero	T. Prasith
61	720722101047	P.L.Rajapandi	II - Aero	[illegible]
62	720722101006	B.Anbu Mahadevan	II Aero	[illegible]
63	720722101010	Aron Geevarghese K G	II AERO	[illegible]
64	720722101037	Nikesh Kruthik.S	II - AERO	S. Nikesh
65	20101803	Dhusyanth.P	IV - Aero	P. [illegible]
66	20101051	Saeed bin Ahmed Kabeer	IV - Aero	[illegible]
67	20101014	Amar Raj	IV - Aero	[illegible]
68	20101005	Abhinav.E	IV - Aero	[illegible]
69	20101805	S. Kishore	IV Aero	S. Kishore
70	20101022	R.DEEPAK RAJ	IV Aero	R. Deepak Raj
71	20101806	P.MohanRaj	IV Aero	[illegible]
72	20101042	Mohammad Irfan Shah	IV Aero	[illegible]
73	20101801	Bala Murugan.R	IV Aero	[illegible]
74	20101802	Baranidharan M	IV Aero	[illegible]
75	20101023	G. Dhamotharan	IV Aero	G. [illegible]

V. Saravana

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S.No.	Register No.	Name	Year/ Dept/ Class	Signature
76	20101057	M. Lilambarasan	IV year Aero "B"	[signature]
77	20101064	M. Yoghanandh	IV - Aero "B"	[signature]
78	20101053	S. Sanjay	IV - Aero "B"	[signature]
79	20101056	S. Sathis kumar	IV - Aero "B"	[signature]
80	20101041	Mohammed Yusuf Deen	IV - Aero "B"	[signature]
81	20101011	AKHIL. A S	IV - Aero - A	[signature]
82	20101036	S. Kumaravarma	IV Aero B	[signature]
83	20101013	B. Alex Narayanan	IV Aero - A	[signature]
84	20101029	V. Gulhan	IV Aero - A	[signature]
85	20101029	Dhanushkumar. V	IV Aero A	[signature]
86	20101017	Arun Mathew. I	IV Aero A	[signature]
87	20101039	Manoj Kumar. K	IV Aero B	[signature]
88	20101009	AJAY G	IV Aero A	[signature]
89	20101034	KAVINKUMAR SB	IV AERO B	[signature]
90	20101010	Ajith kumar. M	IV AERO - A	[signature]
91	20101037	S. Logesh	IV Aero B	[signature]
92	20101018	S. Arunprasath	IV Aero A	[signature]
93	20101031	R. Hari Prasath	IV Aero - A	[signature]
94	20101026	B. Dinesh	IV Aero - A	[signature]
95	20101020	AYAAZ RAHMAN	IV - Aero - A	[signature]
96	20101001	Aakash S	IV - Aero - A	[signature]
97	20101814	R. VASANTH KUMAR	IV - Aero - B	[signature]
98	20101054	T. SANJAY	IV - Aero - B	[signature]
99	20101044	K. NAVEEN	IV - Aero - B	[signature]
100	20101038	Makesh. K	IV - Aero B	[signature]
101	20101004	D. Abdul Rahuman	IV - Aero - A	[signature]
102	20101807	Mohitsabhareesh	IV Aero A	[signature]
103	720721101040	T. MUKUNTHAN	III AERO	[signature]
104	720721101035	M. RASHITH	III AERO	[signature]
105	720721101036	K. YASIN	III AERO	[signature]
106	720721101046	V. PRAVEEN	III AERO	[signature]
107	720721101041	NAVIN BABU	III AERO	[signature]
108	720721101037	HASHIR	III AERO	[signature]
109	20101055	Santhosh. K	IV - AERO	[signature]
110	20101063	Vishnu G	IV - Aero	[signature]
111	20101052	Sanjay. M	IV - Aero	[signature]
112	21101047	V. Praveen	III - Aero	[signature]
113	21101009	Arul selvan	III - Aero	[signature]
114	720721101803	K. Vairavan	III - AERO	[signature]
115	720721101004	AJAY. E	III - AERO	[signature]
116	720721101034	MOHAMED JAFEER	III - AERO	[signature]

V. Saravan

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S.No.	Register No.	Name	Year/ Dept/ Class	Signature
117	720721101019	Don C Abihail	III - Aero	
118	720721101003	Abamed yasin T.S	III - AERO	
119	720721101018	Dishanth - k	III AERO	
120	720721101002	ABHINAV. C	III AERO	
121	720721101039	MOHAMMED ROSHAN. E.K	III AERO	
122	720721101020	G. S FRANCIS EMMANUEL	III AERO	
123	720721101004	A. Abdul Asif	III AERO	
124	720721101053	Shyamkumar	III AERO	
125	720721101054	Subash	III - AERO	
126	720721101007	Anilan prasad. F	III - AERO	
127	720721101021	Gajendiran. T	III - AERO	
128	720721101038	Mohammed Ismail - S	III - AERO	
129	720721101022	V. Godwin	III - AERO	
130	720721101045	S. Prabagaran	III - AERO	
131	720721101058	Velrivel. S	III - AERO	
132	720721101025	Jaj Vignesh. K	III - AERO	
133	720721101015	Bheerathi. T	III - AERO	
134	720721101023	Hariharanth. P	III - AERO	
135	720721101055	Surya. D	III AERO	
136	720721101033	Mayil Raj. B	III Aero	
137	720721101016	L. Dhanish	III Aero	
138	720721101802	DINESH KUMAR M	III AERO	
139	720721101011	ASHOK. K. S	III Aero	
140	720721101014	S. Dharanidharan	III Aero	
141	720721101024	J. Jagan	III Aero	
142	720721101049	Renith. S	III AERO	
143	720721101051	RUPESH. G	III AERO	
144	720721101029	KAMALESH. G	III AERO	
145	720721101057	VEERAMANI. J	III AERO	
146	720721101031	Madhu Gopal. S. K	III AERO	
147	720721101048	RAHUL V	III AERO	

V. Saravanan

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www.hicet.ac.in

Report for Guest Lecture on "Career Guidance for Gate" organized

Name of the Faculty :Dr. S. Shankar ,Mr.B.Bharathikannan	
Department : CSE	Designation : Professor & Head,Assistant Professor
Name of the Event: Career Guidance for Gate	
Level :National	
Venue : Ganga Hall	
No. of Days : 1	Dates : 30.10.2023
Funded by : Nil	
No. of Participants : 65	Registration charges (if any) :Nil
Name and Designation of Resource Person(s): N.Jayaprakash,Sr Executive-Academic Relations,ACE Engineering Academy,Tamilnadu	
Outcome : The participants will be able to: Students got ideas to crack the Exam easily	
Remarks and Feedback on the Event: They got exposure of the Gate Exams	
Plan of Implementing in HiCET (if any) :Nil	
Signature of the Faculty HOD Principal	

H.I.C.E.T CSE CBE-32

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Copy of the Event Brochure / Invitation:

HINDUSTHAN
COLLEGE OF ENGINEERING AND TECHNOLOGY
(An Autonomous Institution)
Valley Campus, Pollachi Highway, Coimbatore-32

Guest Lecture
on
Career Guidance for Gate

Chief Guest

N.Jayaprakash,
Sr Executive-Academic Relations,
ACE Engineering Academy,Tamilnadu

DATE:30.10.2023

Time:03.00PM to 04.30PM

Principal
Dr Jaya J

CEO
Dr Karunakaran K

Co-Ordinators
Mr.B.Bharathikannan, AP/CSE
Ms.R.Gayathri , AP/CSE

Convenor
Dr S.Shankar
HoD/CSE

Venue : AC Seminar Hall

H.I.C.E.T CSE

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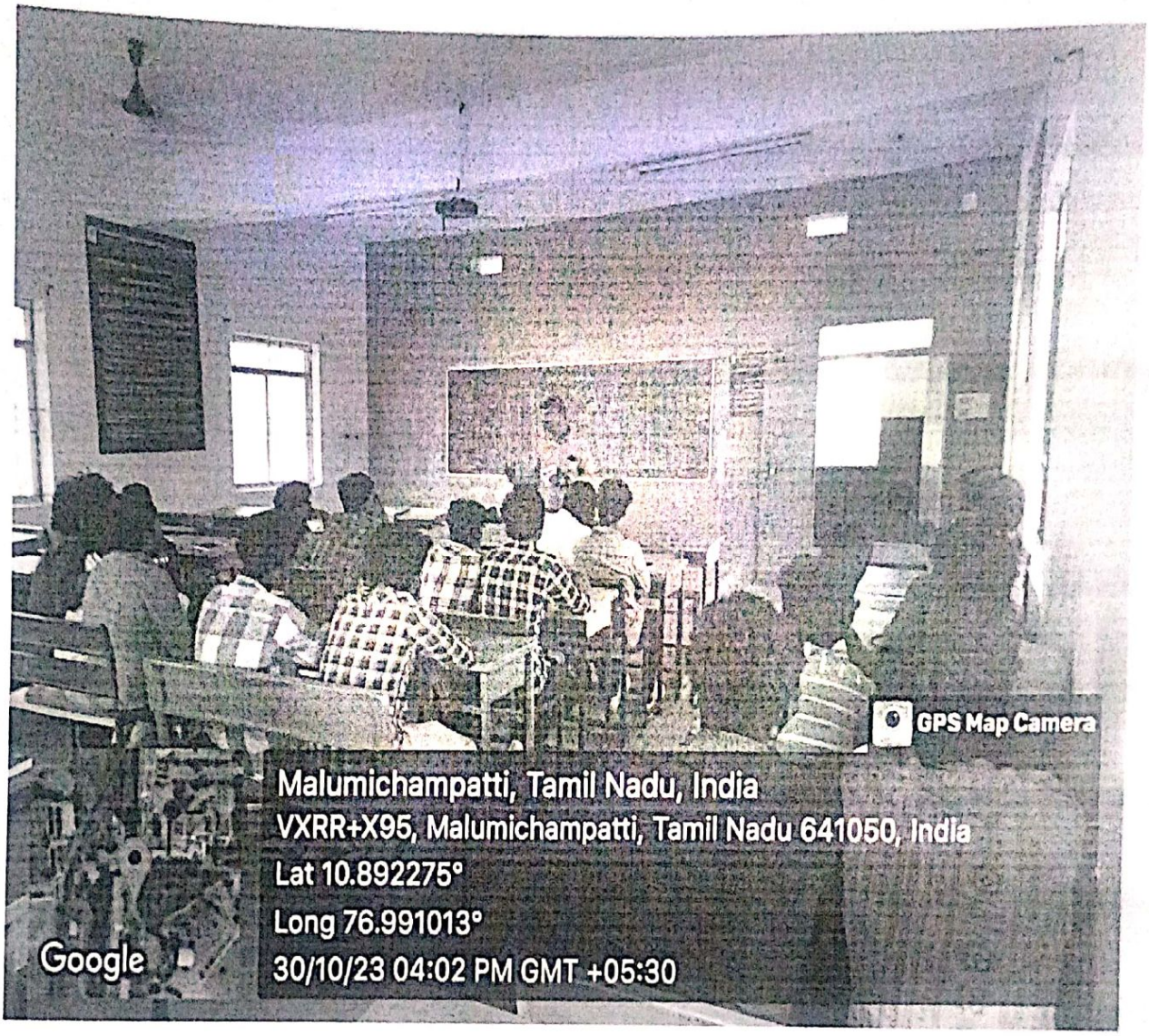

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Copy of the Participation/Issue Certificate:

Hindusthan
College of Engineering and Technology
An Autonomous Institution

Career Guidance for Gate

Department of Computer Science and Engineering

This is to Cerityfy that he/she. "Mr.Thangaprakash,III CSE C " has Paticipated in the Event Successfuly

CEO
Dr.K.Karunakaran

Principal
Dr.J.Jaya

HOD
Dr.S.Shankar

Convenor
Dr.S.Uma

CSE

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Valley Campus, Pollachi Highway, Coimbatore 641 032 | www.hicet.ac.in

Department of Computer Science and Engineering	
Academic Year 2023-2024	Semester V
Students Name List	

s.no	Register	Student Name	Signature
1.	720721104127	NITO TONY C	
2.	720721104128	PALANIBHARATHI A	
3.	720721104129	PARAMESHWARAN R	
4.	720721104130	PARTHASARATHI S	
5.	720721104131	PONNIMALAR R	
6.	720721104132	POOJA G	
7.	720721104133	POORANA JOTHI A	
8.	720721104134	PRADEEP RAJAN A	
9.	720721104135	PRANAV K S	
10.	720721104136	PRAVEEN ANAND A	
11.	720721104137	PRAVEEN R	
12.	720721104138	PRIYANKA A	
13.	720721104139	RAGAVAN R	
14.	720721104140	RAGAVAN S	
15.	720721104141	RAHUL C	
16.	720721104142	RAJA MANICKAM T	
17.	720721104143	RAJU PRABHU R	
18.	720721104144	RALPH F	
19.	720721104145	RAM PRATHAF E	
20.	720721104146	RAMKUMAR R	
21.	720721104147	RAMKUMAR R R	
22.	720721104148	RAMU V	
23.	720721104149	RENGANESAN S	
24.	720721104150	RISHI RAAM N S	
25.	720721104151	RUBA RENUGAVATHI A	
26.	720721104152	SABARESH M A	
27.	720721104153	SABARI G	
28.	720721104154	SABITHA S	
29.	720721104155	SACHIN S	
30.	720721104156	SAKTHI GURU R	
31.	720721104157	SAKTHI VISHNU M	
32.	720721104158	SALMAN S	
33.	720721104159	SANTHOSH D	
34.	720721104160	SANTHOSHKUMAR G	
35.	720721104161	SARAN M	
36.	720721104162	SASTI HARIKUMAR K L	

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37.	720721104163	SATHISH S
38.	720721104164	SATHISHKUMAR S
39.	720721104165	SATHISKAR A
40.	720721104166	SHAHUL MEERAN U
41.	720721104167	SHANMUGASARATHI P
42.	720721104168	SHARMILA R
43.	720721104169	SINDHYA M
44.	720721104170	SOUNDARIYAN S
45.	720721104171	SRIMATHI DEVADHARSHINI M
46.	720721104172	SURYA PRAKASH K K
47.	720721104173	SURYA PRAKASH S
48.	720721104174	SWETHA P
49.	720721104175	TAMIZHSELVAN G
50.	720721104176	THANGAPRAKASH R
51.	720721104177	THILAGAM S
52.	720721104178	THILAKARAJAN V
53.	720721104179	VALAVAN ARUMUGANAAR K M
54.	720721104180	VARATHARAJAN R
55.	720721104181	VEDHASHINI S
56.	720721104182	VIMAL RAJ S
57.	720721104183	VIMALKUMAR S
58.	720721104184	VISHAL G
59.	720721104186	VISHNU A
60.	720721104187	VISHVA M
61.	720721104188	YAGADEESH R
62.	720721104189	YASWANTH C
63.	720721104802	ABINESH S
64.	720721104803	AMUTHAKRISHAN K
65.	720721104804	BHARATHWAJ S

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DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

B

Feedback Form

Name of the Event: Guest Lecture - Carrer Guidance for Grate

1. **How satisfied were you with the overall event?**
   ☑ Very satisfied ☐ Satisfied ☐ Neutral

2. **How relevant was the content to your interests or needs?**
   ☐ Extremely relevant ☐ Very relevant ☐ Moderately relevant ☐ Slightly relevant

3. **Was the material covered at an appropriate depth for you?**
   ☐ Too advanced ☑ Just right ☐ Too basic

4. **How would you rate the presenter's expertise on the topic?**
   ☑ Excellent ☐ Very good ☐ Good ☐ Fair

5. **How engaging and clear was the presenter?**
   ☑ Very engaging and clear ☐ Moderately engaging and clear ☐ Slightly engaging and clear

6. **How organized and well-structured was the event?**
   ☐ Extremely organized ☐ Very organized ☐ Somewhat organized

7. **How well was the time allocated for each topic or section?**
   ☑ Excellent ☐ Good ☐ Fair

8. **How much did you learn from this event?**
   ☑ A great deal ☐ A lot ☐ A moderate amount ☐ A little

9. **How would you rate the audio and video quality?**
   ☐ Excellent ☑ Very good ☐ Good ☐ Fair

10. **Would you recommend this event to others?**
    ☑ Definitely ☐ Probably ☐ Not sure ☐ Probably not

Remarks:

Signature

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DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

Vision of the Department	DV: To excel in developing technologically superior, highly competent and socially conscious professionals in computer science and engineering with cutting-edge research skills.
Mission of the Department	DM1: To equip the students with technical knowledge and expertise essential for success in their professional career. DM2: To develop highly qualified and creative computer science and engineering professional's proficient in cutting-edge technologies with leadership qualities. DM3: To empower students to develop innovative solutions for industrial and societal challenges upholding ethical values.

Program Educational Objectives (PEOs)

- **PEO1:** To acquire knowledge in the latest technologies and innovations with an ability to recognize, analyse, and solve problems in computer science and engineering.
- **PEO2:** To develop highly skilled computer science and engineering professionals proficient in latest technologies with leadership qualities.
- **PEO3:** To empower students to create innovative solutions for industrial challenges th... meet societal needs.

Program Specific Outcome (PSO)

- **PSO1:** An ability to utilize modern tools and techniques for efficient system design and implementation for computer-based systems in solving engineering problems.
- **PSO2:** An ability in developing robust and secure software systems for diverse applications.

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Coimbatore - 641 032

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REQUEST FORM TO ORGANIZE AN EVENT

Name of the Faculty	S. KARPAKAM		
Designation	Assistant professor		
Department	Electronics and communication Engineering		
Type of Event	Career Guidance program		
In Association With			
Category	International / National / State / Regional / Institute Level ✓		
Title of the Event	Opportunities after B.E Through GATE, ESE Examinations		
No. of Participants Expected			
Venue	M302		
No. of Days	1	**Date(s)**	14.09.23

Name and Designation of the Resource Person(s):

Mr. Pabba Ramesh
ACE Engineering Academy,
Hyderabad.

Details of the Proposed Budget: NIL

S.K

Faculty In-charge

12/9/23.

HoD

Approved by

Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

HINDUSTHAN
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Valley Campus, Pollachi Highway, Coimbatore-641032
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INSTITUTION'S INNOVATION COUNCIL

Department of Electronics and Communication Engineering

Organizes a Seminar on

"Opportunities after BE Through GATE, ESE Examinations"

Carrier Guidance Program



RESOURCE PERSON

Mr Pabba Ramesh
ACE Engineering Academy,
Hyderabad.

TIME: 11.00 A.M

DATE: 14.09.2023

VENUE: M 302

Coodinator
Mrs.S.Karpakam
AP/ECE

Convenor
Dr.P.Vijayalakshmi
HOD/ECE

Patrons

Dr.J.Jaya
Principal

Dr.K.Karunakaran
CEO

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST

HICET

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College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.

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Report for Carrier Guidance Program - Opportunities after B E Through GATE , ESE Examinations - Organized

Name of the Faculty : Mrs.S.Karpakam	
Department : Electronics and Communication Engineering	Designation : Assistant Professor
Name of the Event : Opportunities after B E Through GATE , ESE Examinations	
Level : College Level	
Venue / Mode : M302	
No. of Days : One Day	Dates : 14.09.2023
Funded by : Nil	
No. of Participants :	Registration charges (if any) : Nil
Name and Designation of Resource Person(s) : Mr.Pabba Ramesh , ACE Engineering Academy, Hyderabad.	
Outcome: Students were aware of getting an aspirant admission to Postgraduate or Doctoral programme in a reputed engineering institute , job opportunities and variety of research opportunities after GATE exam.	
Remarks and Feedback on the Event : Good	
Plan of Implementing in HiCET (if any) : Nil	
Signature of the Faculty	HoD / Principal

Copy of the Event Brochure / Invitation:

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INSTITUTION'S INNOVATION COUNCIL

Department of Electronics and Communication Engineering

Organizes a Seminar on

"Opportunities after BE Through GATE, ESE Examinations"

Carrier Guidance Program



RESOURCE PERSON

Mr Pabba Ramesh
ACE Engineering Academy,
Hyderabad.

TIME: 11.00 A.M

DATE: 14.09.2023

VENUE: M 302

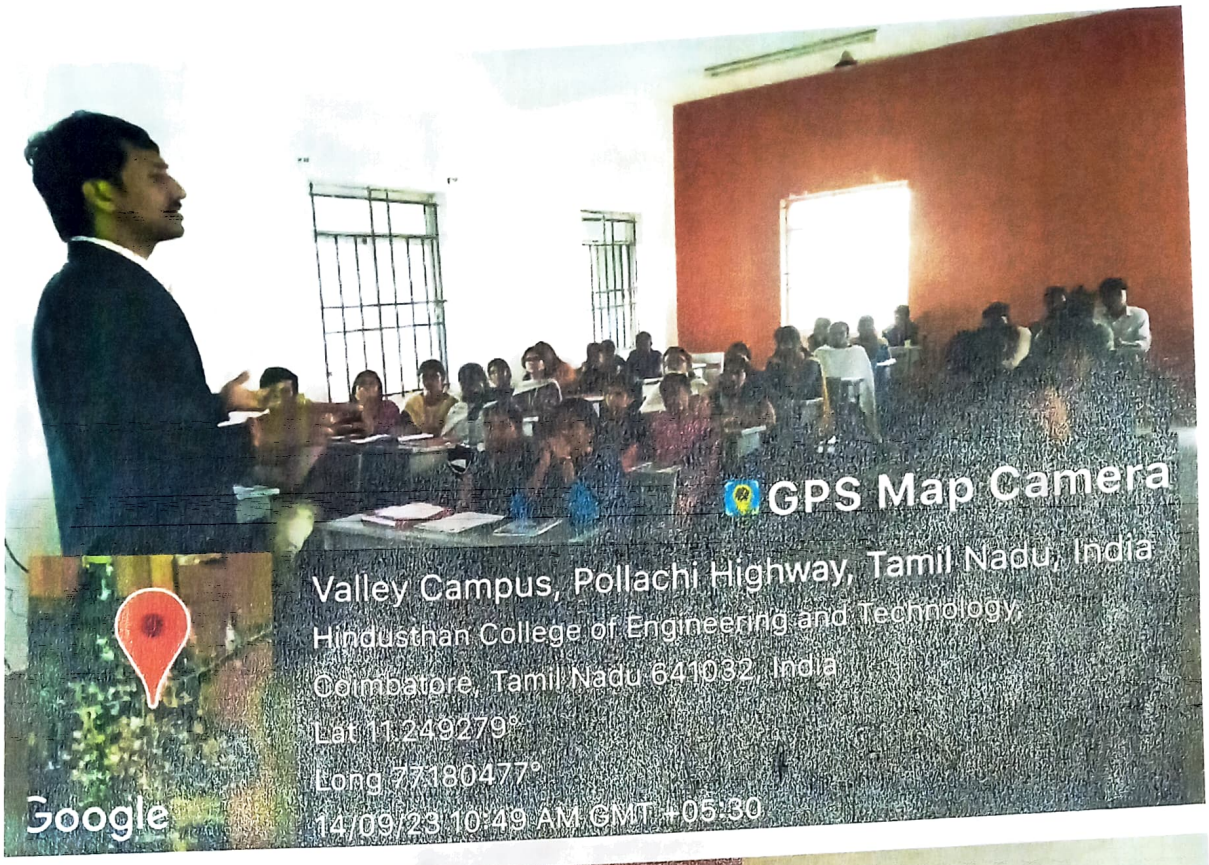
Coodinator
Mrs.S.Karpakam
AP/ECE

Convenor
Dr.P.Vijayalakshmi
HOD/ECE

Patrons

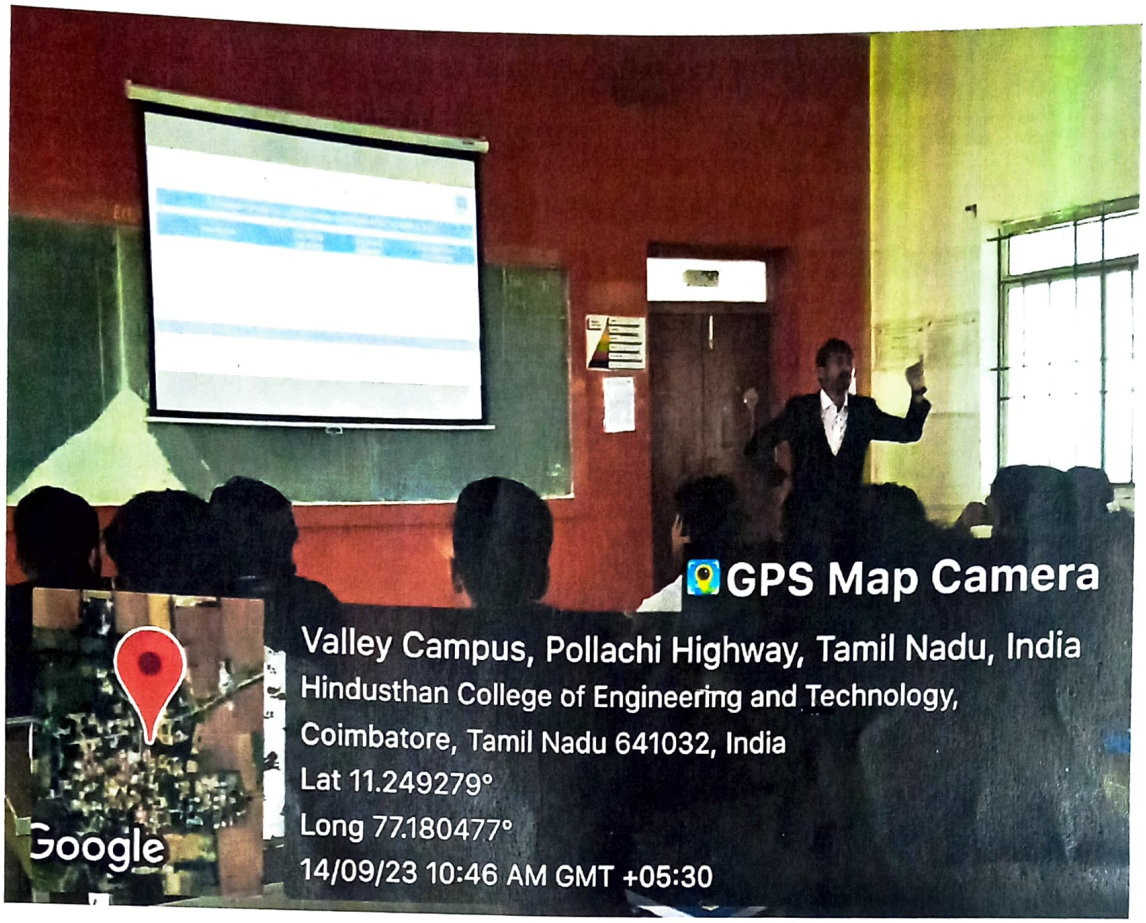
Dr.J.Jaya
Principal

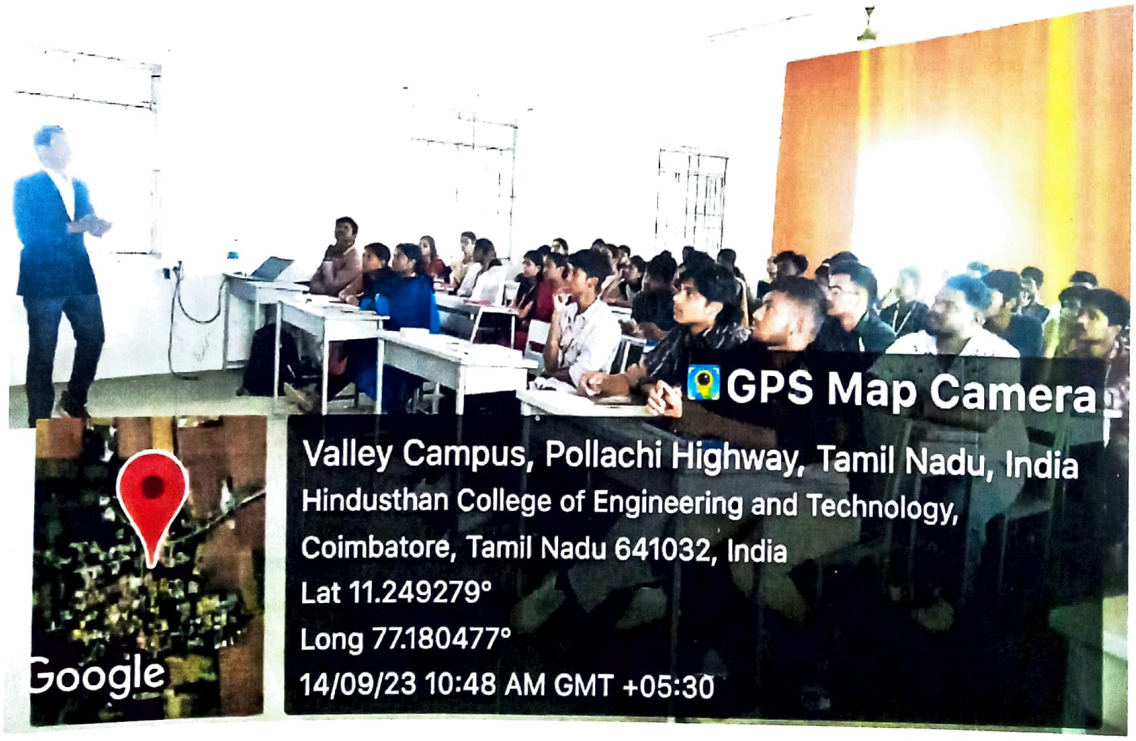
Dr.K.Karunakaran
CEO


GPS Map Camera
Valley Campus, Pollachi Highway, Tamil Nadu, India
Hindusthan College of Engineering and Technology,
Coimbatore, Tamil Nadu 641032, India
Lat 11.249279°
Long 77.180477°
14/09/23 10:49 AM GMT +05:30
Google


GPS Map Camera
Valley Campus, Pollachi Highway, Tamil Nadu, India
Hindusthan College of Engineering and Technology,
Coimbatore, Tamil Nadu 641032, India
Lat 11.249279°
Long 77.180477°
14/09/23 10:45 AM GMT +05:30
Google

Geo Tagged Photographs of Event:





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Coimbatore - 641 032

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Department of Electronics and Communication Engineering

Title of the event : Opportunities after BE Through GATE , ESE Examinations

Date of the event :14.09.2023

Participants Details

Sl. No.	Name	Class	Signature
1	Monika-K	ECEB-II	K. [illegible]
2	Nishanthi. P	II - ECE 'B'	Nishanthi
3	Sharmila. B	II - ECE 'B'	[illegible]
4	Newma. J	II-ECE-B	New.
5	Saranya. S	II-ECE-B	[illegible]
6	Pudra dhusma J.A	II ECE-B	Pudra J.A.
7	Nandhana. S	II-ECEB	Nandha. S.
8	Sahithya. S	II - ECEB	Sahithya
9	Rumana. A	II - ECEB	Rumana
10	Swarnalatha. M.	II-ECEB	M Swarnalatha
11	Prathiksha. B	II-ECE B	B. Prati
12	Parniga. C	II-ECE B	Parniga
13	Sathya. S	II-ECE B	S. Sathya
14	K. Rasika	II-ECEB	Rasika
15	Vishnu Kanishka V S	II-ECEB	[illegible]
16	C. Swetha.	II-ECEB	Swetha
17	P. Rajathi	II-ECE B	P. Rajathi
18	K. Sivaranjani	II-ECEB	K. Sivaranjani
19	R. Ragavi	II-ECE-B	R. Ragavi
20	M. Prathiksha	II-ECE-B	M. Prathiksha
21	A. Subbulakshmi	II-ECE-B	A. Subbulakshmi

Sl. No.	Name		Signature
22	Logeshwaran. R	II ECE 'B'	Logeshwaran
23	Regunath. J. P.	II ECE 'B'	Regunath. J.P.
24	Sanjay. G	II - ECE 'B'	[illegible]
25	SUBASH M.	II - ECE 'B'	[illegible]
26	KAVIN. D.	II - ECE 'B'	D. [illegible]
27	S. Pravin	II - ECE 'B'	S. [illegible]
28	R. Sanjai Kumar	II - ECE 'B'	R. [illegible]
29	A. Navaneedhan	II - ECE 'B'	A. [illegible]
30	K. Nishanth	II - ECE 'B'	[illegible]
31	M. Vikesh	II - ECE 'B'	M. [illegible]
32	Praveen Rajan	II - ECE 'B'	[illegible]
33	Pradhip P.N	II - ECE 'B'	[illegible]
34	Rathish	II - ECE 'B'	[illegible]
35	Vignesh	II - ECE 'B'	[illegible]
36	Siddharth R.T.	II - ECE 'B'	R.T. [illegible]
37	Sudharshan Kisu D	II - ECE 'B'	[illegible]
38	Yogeswaran. G.	II - ECE 'B'	[illegible]
39	Sathish kumaran. N	II - ECE 'B'	[illegible]
40	Sabarinathan. R	II - ECE 'B'	R. [illegible]
41	Shabin. B	II - ECE 'B'	[illegible]
42	Karthick. N	II - ECE 'B'	N. Karthick
43	R. Surdiran	II - ECE 'B'	R. Surdiran
44	N. Nagajun	II - ECE 'B'	N. [illegible]
45	L. Venkatesh	II - ECE 'B'	L. Venkatesh
46	L. sanjay	II - ECE 'B'	L. Sanjay
47	P. Pradup	II - ECE 'B'	P. [illegible]
48	Mohammed Shafeek A	II - ECE 'B'	[illegible]
49	Naren. M	II - ECE 'B'	[illegible]
50	Suresh. S	II - ECE 'B'	[illegible]
51	Subeesh. B	II - ECE 'B'	[illegible]
52	SUDHARSAN. M	II - ECE 'B'	[illegible]
53	K. Sri Annamalai	II - ECE 'B'	[illegible]
54	SURYA. K	II - ECE 'B'	[illegible]

Sl. No.	Name	Class	Signature
55	M. MUTHU KRISHNAN	II - ECE 'B'	[signature]
56	M. Mahalakshmi	II - ECE-A	[signature]
57	Arsaya	II - ECE-A	[signature]
58	C. A. Maha	II - ECE-A	[signature] C.A
59	Harshini. N	II - ECE-A	N. Harshini
60	Aswathy. S.V	II - ECEA	[signature]
61	Harshini. S	II - ECEA	Harshini
62	Varshini A	II - ECEA	A. Varshini
63	Divya. S	II - ECEA	S. Divya
64	Abenaya G	II ECEA	[signature] G
65	Dhanalakshmi. K	II ECE-A	K. Dhanalakshmi
66	Hamitha. V	II ECEA	[signature]
67	Menaka. M	II - ECE-A	Menaka. M
68	Archana. G	II - ECE-A	[signature]
69	Durga. N	II ECE-A	Durga. N
70	Mellisaivani. M	II - ECEA	[signature] M.
71	R. Akshaya	II - ECE-A	[signature]
72	N. Gunudeepa	II - ECE-A	[signature] N
73	B. Priyadarshan	II - ECE-A	darshan
74	M. Murali Dharan	II - ECE-A	M. Dharan
75	A. Abthul Rahmaan	II - ECE-A	A. [signature]
76	R. GOKUL Kanth	II - ECEA	R. [signature]
77	S. SANJAY KUMAR	II ECEA	Sanjay [signature] S
78	G. HARISH	II ECEA	[signature]
79	M.D. DINESH	II ECEA	[signature] L.M.D
80	P. Athi	II ECEA	[signature] P
81	Mahesh - C	II ECEA	[signature]
82	Gopilakshna. M	II ECE	M. Gopilakshna
83	N.V. Thinakar	II ECE-A	N.V. Thinakar
84	R. Udhari Haran Suthan	II ECE-A	[signature]
85	K. Chandran	II ECE-A	K. C
86	A. Dinesh	II ECE-A	[signature]
87	M. Abishek	II ECE-A	M. Abishek

Sl. No.	Name	Class	Signature
88	S. Harshad	II ECE - A	S. Harsh.
89	K. Ukanth Arun	II ECE - A	K. Ukanth Arun
90	V. Hasin Nathan	II ECE A	
91	A. Dhayanidhi	II ECE A	
92	B MAHATHEESWARA M	II ECE A	
93	S. Muguntthan	II-ECE A	
94	M. Kabilesh	II-ECE A	
95	Mohamed yusuf. U	II-ECE A	
96	SP. Arul Adityan	II ECE A	
97	U. Asuvanth	II ECE A	

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HICET

Date: 14/9/23

Department of Electronics and communication

Event Name : Oppurtunities after BE through GATE, ESE examinations

Date of the Event : 14/9/23

Feedback form

Name : Maha . C.A

Designation/ Department : Electronics and communication Engineering

Institution : Hindusthan college of Engineering and Technology

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments: Got to know more about the GATE exam and was very useful.

N. Harsha

Signature

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HICET

Date: 14/9/23

Department of Electronics and Communication

Event Name : Carrier Guidance → Opportunities after BE through GATE, ESE examinations

Date of the Event : 14/9/23

Feedback form

Name : Aswathy. S. V.

Designation/ Department : Electronics and Communication Engineering

Institution : Hindusthan College of Engineering and Technology Coimbatore

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments: No, it was a very great session, got an idea regarding how to prepare for GATE and ESE exams.

Signature

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Date: 14/09/23.

Department of Electronics and Communication.

Event Name : Carrier guidance → oppurtenities after BE through GATE, ESE exams.

Date of the Event : 14/09/2023

Feedback form

Name : Nellisaivani.N.

Designation/ Department : B.E. ECE.

Institution : Hindusthan College of Engineering and Technology.

Hospitality : Excellent / Good ✓ / Satisfactory

Programme organization : Excellent / Good ✓ / Satisfactory

Technical session : Excellent ✓ / Good / Satisfactory

Practical session : Excellent ✓ / Good / Satisfactory

Any other comments: No, the event was very good and learnt about additional job oppurtunities.

Signature

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Date: 14/9/23

Department of Electronics and Communication

Event Name : Carrier Guidance → Opportunities after BE through GATE, ESE examinations

Date of the Event : 14/9/23

Feedback form

Name : Nandhana S.

Designation/ Department : Electronics and Communication Engineering

Institution : Hindusthan College of Engineering and Technology, Coimbatore

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments: No, the event was very useful. Gained a lot idea about GATE and ESE exams.

Signature

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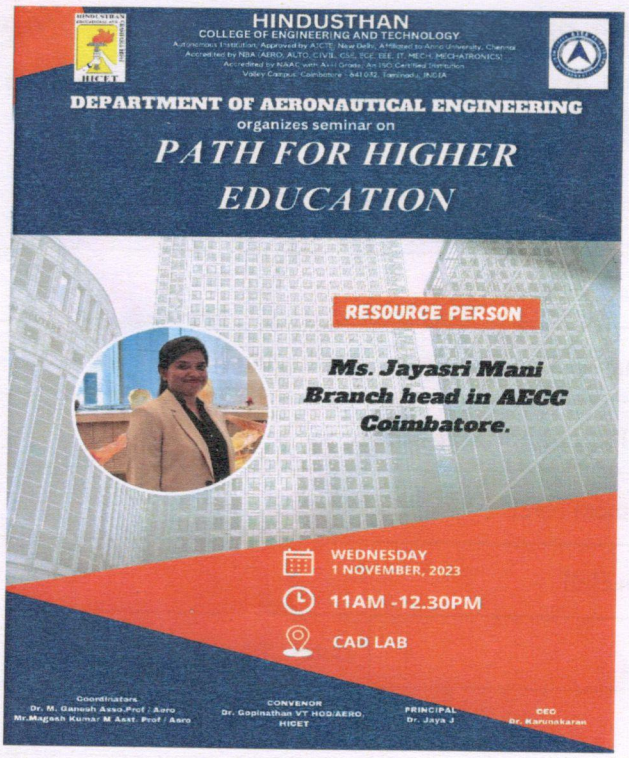
Report for Seminar on "Path for Higher Education"

Name of the Faculty : Mr.Magesh Kumar M	
Department : Aeronautical Engineering	Designation : Assistant Professor
Name of the Event : **Path for Higher Education**	
Level : Department level	
Venue / Mode : Kurinji Hall	
No. of Days : 1 Day	Dates : 01.11.2023
Funded by : -	
No. of Participants : 105	Registration charges (if any) : - nil
Name and Designation of Resource Person(s): - Ms.Jeya Sri Mani Head – Counseller,AEEC,Coimbatore Branch	
Outcome: ✓ Students are exposed to Various types of entrance examination conducted by different countries for higher education ✓ Students are imparted with knowledge on procedure for applying higher studies in foreign universities. Students have learned about the import	
Remarks and Feedback on the Event: ✓ Students are requested the resource person to provide ideas and suggestion to prepare supporting documents like statement of Purpose ,Reference letter for applying MS Programs -	
Plan of Implementing in HiCET (if any): - ✓ Students those who are interested to pursue higher studies in foreign universities will be guided with the help of the host organization	

Signature of the Faculty | HoD/AERO | Principal

Copy of the Event Brochure / Invitation:



Geo Tagged Photographs of Event – 2 Nos:







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Coimbatore - 641 032

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REQUEST FORM TO ORGANIZE AN EVENT

Name of the Faculty	Mrs. S. Karpakam, Dr. J. Ramya		
Designation	Assistant professor		
Department	Electronics and Communication Engineering		
Type of Event	IIC Self driven Activity		
In Association With	Carrier Guidance and Higher Education cell-HICET		
Category	International / National / State / Regional / Institute Level		
Title of the Event	Prepaing Strategy for Gate		
No. of Participants Expected	140		
Venue	Ganga Hall		
No. of Days	1	**Date(s)**	22.09.2023

Name and Designation of the Resource Person(s):

1. Mr. R. Vivekanandhan., M.E
2. Mr. V. Sathyamoorthy, M.E
   Co-founder
   Master Academy Educator,
   Unacademy Online Educational platform)

Details of the Proposed Budget:

NIL

22/09/23
Faculty In-charge

22/9/23.
HoD

Approved by

Principal

HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for Carrier Guidance Program - Opportunities after B E Through GATE , ESE Examinations- Organized

Name of the Faculty :Dr.J.Ramya, Mrs.S.Karpakam	
Department :Electronics and Communication Engineering	Designation : Associate Professor, Assistant Professor
Name of the Event : Preparation Strategy for Gate	
Level : College Level	
Venue / Mode : Ganga Hall	
No. of Days : One Day	Dates : 22.09.2023
Funded by : Nil	
No. of Participants :	Registration charges (if any) : Nil
Name and Designation of Resource Person(s) : 1.Mr.V.Sathyamoorthy,M..E 2.Mr.R.Vivekanandhan,M.E Co-founder, Masters Academy Educator, Unacademy (Online Educational Platform)	
Outcome: 1. Students got the better knowledge on GATE paper pattern & syllabus. 2. Students got awareness on reference books and the methodology for practising to crack the GATE. 3.Job Opportunities imparting the importance of higher Studies.	
Remarks and Feedback on the Event : Good	
Plan of Implementing in HiCET (if any) : Nil	

Signature of the Faculty

HoD

Principal

Copy of the Event Brochure / Invitation:



Geo Tagged Photographs of Event:






GPS Map Camera
valley campus, Pollachi Highway, Tamilnadu, India, Tamil Nadu, India
Hindusthan College of engineering and technology
mallumuchapattie Coimbatore
Lat 10.891439°
Long 76.992927°
22/09/23 10:52 AM GMT +05:30
Google


GPS Map Camera
valley campus, Pollachi Highway, Tamilnadu, India, Tamil Nadu, India
Hindusthan College of engineering and technology
mallumuchapattie Coimbatore
Lat 10.891439°
Long 76.992927°
22/09/23 10:52 AM GMT +05:30
Google

Certificate:



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Coimbatore – 641 032

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

CERTIFICATE OF PARTICIPATION

This is to certify that

PALANI.R,II ECE A

has participated in the Seminar on
"PREPARATION STRATEGY FOR GATE"
on September 22, 2023 organized by Department of ECE,
Hindusthan College of Engineering and Technology, Coimbatore

Dr.J.Ramya
Mrs.S.Karpakam
COORDINATORS

Dr.P.Vijayalakshmi
HOD/ECE

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Coimbatore - 641 032

HICET

Department of Electronics and Communication Engineering

Title of the event : Preparation Strategy for GATE

Date of the event : 22.09.2023

Participants Details

Sl. No.	Name	Class	Signature
1.	K. Sivaranjani	II-ECE-B	K. Sivi.
2.	A. Subbulakshmi	II-ECE-B	A. D.
3.	S. Saranya	II-ECE-B	S.
4.	Monika. K	II-ECE-B	Monika. K.
5.	Ramya. A	II-ECE-B	Ramya. A.
6.	N. Durga	II ECE-A	N.
7.	M. Lokashsri	II ECE-A	M.
8.	S. Sahithya	II ECE B	S.
9.	Ruthra Dheshma	II ECE B	
10.	Nandhana	II ECE B	
11.	Swarnalatha	II ECE B	
12.	Vithya Sri	II ECE B	
13.	Hamitha V	II-ECE A	
14.	Dharani. M	II-ECE A	
15.	K. Priyadharshana	III-ECE B	Priya. K
16.	K. Vinishya	III-ECE B	K. Vinish
17.	R. Ragavi	II-ECE B	R. Ragavi
18.	M. Prathiksha	II-ECE B	
19.	Kaviyadevi. M	IV ECE B	
20.	B. Prathiksha	II-ECE B	B. Prathi
21.	Arsaya M.G	II-ECE A	Arsaya.
22.	Mahalakshmi. M	II-ECE A	

Sl. No.	Name	Class	Signature
23.	Akshaya. R	II-ECEA	Akshaya
24.	Aswathy. S.V	II-ECEA	[illegible]
25.	Harshini S.	II-ECEA	Harshini
26.	Arul Adityan S.P	II-ECE	[illegible]
27.	S. Mugunthan	II-ECE	S. [illegible]
28.	Murugesh	II-ECE	[illegible]
29.	Kabilesh	II-ECE	[illegible]
30.	Ashwanth	II-ECE	Ashwanth
31.	Mahesh	II-ECE	Mahesh
32.	Arshand	II ECE	[illegible]
33.	Abthul Rahman	II ECE	[illegible]
34.	K. Dhanalakshmi	II ECE	K. Dhanalakshmi
35.	G. Abenaya	II ECE	G. Abenaya
36.	G. Archana	II ECE	G. Archana
37.	A. Varshini	II ECE	A. Varshini
38.	M. menaka	II ECE	M. Menaka
39.	Soja Saji	III Civil	[illegible]
40.	E. Lydia	III ECE	E. Lydia
41.	N. Kannathal	III ECE	[illegible] N
42.	Kavibharathi M	III ECE	M. [illegible]
43.	Prathyusha	III ECE	G. Prathyusha
44.	Ravivarmar. V.	III ECE	V. Ravivarmar
45.	Arun Karthick V	III ECE	[illegible]
46.	Dharani Dharan. A	III ECE	Dharani
47.	Kamalesh. B	III-ECE	B. Kamalesh
48.	Jogan. K.	III-ECE	K. [illegible]
49.	Saran S.	III-ECE	S. Saran
50.	Ejash Shajan. S	III-ECE	[illegible]
51.	Abdhak Kusuar. K	III-ECE	K. [illegible]
52.	Prakash R.	IV-ECE	[illegible]
53.	Nishanthi. P	II-ECE-B	Nishanthi
54.	Someshwaran	II-ECE-B	Someshwaran
55.	Pradeep	II-ECE B	Pradeep

Sl. No.	Name		Signature
56.	ANBUMANI V	ECE-A II	[signature]
57.	ARUN. T	ECE-A II	[signature]
58.	VISHNU. M	ECE.A II	M. [signature]
59.	HARSHAD. S	ECE-A II	S. Harsh
60.	PALANI. R	ECE-II	Palani
61.	Siddharth R.T.	ECE-B II	R.T. [signature]
62.	Sanjay. G	ECE-B II	[signature]
63.	Logeshwaran. R	ECE-II	Logeshwaran
64.	Suresh	ECE-II	Suresh
65.	Dhayanidhi. A	ECE-A-II	S. Dhyadhi
66.	Janakiraman. V	ECE-A	[signature]
67.	Harihara Subai. R	ECE-A	[signature]
68.	M. Gopikrishna	ECE-A	M. G[signature]
69.	M. Abishek	ECE-A	M. Abishek
70.	Dinesh. A	ECE-A	[signature]
71.	N. Karthik	ECE-B	N. Karthik
72.	L. Sanjay	ECE-B	L. Sanjay
73.	Regunath J.P.	ECE-B	Regunath J.P.
74.	Kaveri	ECE-B	Kaveri
75.	Mishanth	ECE-B	Mishanth
76.	Mohammed Shafeek. A	ECE-B	[signature]
77.	M. Sudharsan	ECE-B	[signature]
78.	Subash	ECE-B	[signature]
79.	Sudharsankisu	ECE-B	[signature]
80.	Subeesh. B	ECE-B	[signature]
81.	Rothish. G	ECE-B	[signature]
82.	P. Arun Prarath	ECE-A	[signature]
83.	J. Venkatesh	ECE-B	[signature]
84.	M. Vikesh	ECE-B	[signature]
85.	P.N. Pradhip	ECE-B	P.N. Pradhip
86.	A. Navaneedhan	II-ECE "B"	[signature]
87.	R. Sanjai Kumar	II-ECE-"B"	R. [signature]
88.	M. Praveen Rajan	ECE-'B'	[signature]

Sl. No.	Name		Signature
89.	Muthu krishnan	ECE-B	
90.	K.S. Surya	ECE-B	Suryaks
91.	S. Balasurya	III (A) MCT	
92.	A. Dhanushpraveen	II MCT	Dhanush
93.	K. Dinesh kumar	II MCT	K. Dinesh
94.	M. Kaviarun	II MCT	M. Kavi
95.	Amose.	II MCT	Amose
96.	Gayatri	II MCT	Gayatri
97.	Abdul Baathi	II MCT	
98.	Veera rajan.	II MCT	
99.	Manoj.	II MCT	
100.	Jonel.	MCT	
101.	Ganesh	II MCT	Ganesh.
102.			
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HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
An Autonomous Institution
Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
Coimbatore - 641 032

Date: 22/07/23

Department of ECE

Event Name : **Preparation Strategy for GATE**

Date of the Event :

Feedback form

Name : Vithya Sri. P

Designation/ Department : ECE - B C (2nd year)

Institution : HICET

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments:

Such a great information, He tell us many ways to achieve in job like goverment job & GATE." Well told!

Signature

Vithya Sri. P.

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
An Autonomous Institution
Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
Coimbatore - 641 032

HICET

Date: 22.09.2023

Department of Electronics and Communication Engineering

Event Name : **Preparation Strategy for GATE**

Date of the Event : 22.09.2023

Feedback form

Name : Murugesh

Designation/ Department : ECE

Institution : HICET

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments: It is useful session which gives more information about Group Exams and Gate exams.

Signature

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Coimbatore - 641 032

HICET

Date: 23/09/23

Department of Electronics and communication

Event Name : **Preparation Strategy for GATE**

Date of the Event : 23/09/23

Feedback form

Name : Saranya .S

Designation/ Department : ECE - B (II year)

Institution : HICET

Hospitality : Excellent / Good / Satisfactory

Programme organization : Excellent / Good / Satisfactory

Technical session : Excellent / Good / Satisfactory

Practical session : Excellent / Good / Satisfactory

Any other comments: encourage us to focus on GATE exam, impordance of GATE exam knowlage gain, knowing about many Govt job and private job.

Sa.S.

Signature

HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

INSTITUTION'S INNOVATION COUNCIL (Ministry of HRD Initiative)

Report for Event organized

Name of the Faculty: **Dr. Y. Ras Mathew & Mr.M.M.Jegan.**	
Department : **Mechanical Engineering & Mechatronics Engineering**	Designation : **Associate Professor & Assistant Professor**
Name of the Event: Workshop on **"ORGANIZING INNOVATION & ENTREPRENEURSHIP OUTREACH PROGRAM IN SCHOOLS/COMMUNITY"**	
Level : **College Level**	
Venue / Mode: **physical mode – Hindusthan College of Engineering and Technology, Valley Campus.**	
No. of Days : 1- DAY	**Date** : 30/08//2023 (Wednesday- (01.00p m to 04.00pm))
Funded by : **Nil**	
No. of Participants :	Registration charges (if any) :Nil
Faculties & students: 47+ 2	

HINDUSTHAN COLLEGE OF ENGG & TECH. - CBE.

students		

Objective:

Our country is witnessing an excellent growth in the start-up ecosystem with the creation of new opportunities and markets for entrepreneurs. It is desirable to keep up this pace by training the young generation and building capacity with all the skills of an entrepreneur. At present, a gap exists between what is desirable and the current state of learning outcomes which needs to be bridged by undertaking major reforms in the education system.

Outcome :

All the guiding principles mentioned in the policy like stage wise integration, innovative pedagogies, blended teaching, experiential learning of students, upskilling opportunities for students. To enhance the quality of education in schools, it should be implemented soon.

Remarks and Feedback on the Event:

To Make meaningful contributions to local community through formal and sustained extension programs for school students community.

Plan of Implementing in HiCET (if any) : YES

1.

2.

Signature of the Faculty HoD Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

Category: **IIC – Driven Activity**
Weather Event Brochure / Invitation Published in Social Media : Yes
If Yes, Mention Link details: https://www.facebook.com/photo/?fbid=500372948776216&set=a.47127242168626
Brouchure of the event :

Hindusthan College of Engineering & Technology

valley campus,pollachi highway,coimbatore

Approved by AICTE, New Delhi, Accredited with 'A' Grade by NAAC

(an Autonomous Institution, Affiliated to Anna University, Chennai)

Coimbatore – 641 032

INSTITUTION'S INNOVATION COUNCIL

DEPARTMENT OF MECHANICAL ENGINEERING

&

DEPARTMENT OF MECHATRONICS ENGINEERING

PRESENTS

IIC-DRIVEN ACTIVITY

Shenbagam Matriculation Hr. Sec. School, Pollachi.

Student's

Contribute

ORGANIZING INNOVATION & ENTREPRENEURSHIP OUTREACH PROGRAM IN SCHOOLS/COMMUNITY"

DATE: 30 /08/2023 ***TIME: (01.00 pm to 04.00pm)***

Venue: Hindusthan College of Engineering and Technology, Valley Campus,

Co-ordinator	Convenor		
Dr. Y. Ras Mathew ASP, MECH	Dr.K.Siva HOD, MECH	Principal	CEO
Mr.M.M.Jegan AP, MCT	Dr.P.T.Saravana kumar HOD, MCT	Dr.J.Jaya	Dr.k.karunakaran

HINDUSTHAN COLLEGE OF ENGG & TECH - CSE - 22

Photograph

Photographs of Event:

Hindusthan College of Engineering & Technology

valley campus,pollachi highway,coimbatore

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(an Autonomous Institution, Affiliated to Anna University, Chennai)

Coimbatore – 641 032

INSTITUTION'S INNOVATION COUNCIL

ORGANIZING INNOVATION & ENTREPRENEURSHIP OUTREACH PROGRAM IN SCHOOLS/COMMUNITY"





Venue: Hindusthan College of Engineering and Technology, Valley Campus,

HINDUSTHAN COLLEGE OF ENGG & TECH · C.B.E.

Photographs of Event:

Hindusthan College of Engineering & Technology

valley campus,pollachi highway,coimbatore

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Coimbatore – 641 032

INSTITUTION'S INNOVATION COUNCIL

ORGANIZING INNOVATION & ENTREPRENEURSHIP OUTREACH PROGRAM IN SCHOOLS/COMMUNITY"





Venue: Hindusthan College of Engineering and Technology, Valley Campus,

Hindusthan College of Engineering and Technology,Coimbatore.

Department of Mechatronics Engineering,

Attendance sheet on the Tittle of

DATE:

S.Num	Name OF students	School	Phone num	class/sec	Signature
1	ANTONY DIONE	SHENBAGAM M.H.S.S	8300410455	XII 'CSC'	
2	Lohith	Shenbagam M.H.SS	9788552195	XII-CSC	M Lohith
3	GURUJITH KUMAR	Shenbagam M.H.SS	9842080574	XII-CSC	Gurujith.
4	KAVYANAND	Shenbagam M.H.SS	6381575755	XII-CSC	
5	Shanik Sulthan	Shenbagam M.H.S.S	8675140544	XII-CSC	Shanik Sulthan.
6	Sethupathi. M	Shenbagam M.H.S.S	6383369089	XII-CSC	
7	Harish.K.M.	Shenbagam M.H.SS	8685084259	XII-CSC	Harish.
8	Dharsan.S	Shenbagam M.H.S.S	6374360325	XII-CSC	
9	Rifath Hassan.A	Shenbagam M.H.SS	7010678485	XII-CSC	Rifath
10	Lalit Kumar B.S	Shenbagam M.H.SS	9342153011	XII-CSC	Lalit
11	Yogadhareshan.J	Shenbagam M.H.S.S	6383442310	XII-CSC	Yogi.
12	Sivachalam.K	Shenbagam M.H.S.S	9865645252	XII-CSC	K.sivachalam
13	Guruputhiran.S	Shenbagam M.H.S.S	9445932283	XII-CSC	S.Guru
14	P.Thalakandasamy	Shenbagam M.H.SS	7540027920	XII-CSC	P.TM
15	Shaikmusthafa.R	Shenbagam M.H.S.S	6374485584	XII-CSC	Musth
16	Hari Hara sudhan.K	Shenbagam M.H.S.S	9842292036	XII-CSC	K.Hari Hara sudhan
17	Praveen-14.B	Shenbagam M.H.S.S	8973789685	XII-CSC	Praveen.K.B
18	S. Pranesh	Shenbagam M.H.S.School	8248327456	XII-CSC	S.Pranesh
19	Sudeesan.C.	S.M.H.S School	9384340719	XII-CSC	Sudeesan.C.
20	Nandhakishore.A	S.M.H.S School	9976978219	XII-CSC	A.Nandhakishore
21	Gokul.G	G.M.H.S School	8668085941	XII-CSC	G.Gokul.
22	SOKANT G	SMHSS SCHOOL	7418432136	XII-CSC	Sokant G
23	Kavinandhan S	SMHSS School	7639792769	XII-CSC	Kavinandhan
24	Jai Adhithya.K	SMHSS SCHOOL	9842257203	XII-CSC	Jai Adhithya
25	Dharaneesh G.E.K	SMHS SCHOOL	9342958780	XII-C.S	Dharaneesh

HINDUSTHAN COLLEGE OF ENGG & TECH. CBE

Hindusthan College of Engineering and Technology,Coimbatore.

Department of Mechatronics Engineering,

Attendance sheet on the Tittle of

DATE:

S.Num	Name OF students	School	Phone num	class/sec	Signature
1	ANTONY DIONE	SHENBAGAM M.H.S.S	8300410455	XII 'CSC'	[signature]
2	Lohith	Shenbagam M.H.S.S	9788552195	XII-'CSC'	M Lohith
3	GURUJITH KUMAR	Shenbagam M.H.SS	9842080514	XII-CSC	Gurujith
4	KAVYANAND	Shenbagam M.H.SS	6381575755	XII-CSC	[signature]
5	Sharuk Sulthan	Shenbagam M.H.S.S	8675140544	XII-CSC	Sharuk Sulthan
6	Sethupathi. M	Shenbagam M.H.S.S	6383369089	XII-CSC	[signature]
7	Harish. K. M.	Shenbagam M.H.S.S	8685081259	XII-CSC	Harish
8	Dharson. S	Shenbagam M.H.S.S	6374350325	XII-CSC	[signature]
9	Rifath Hassan. A	Shenbagam M.H.SS	7010678485	XII-CSC	Rifath
10	Lalit Kumar B.S	Shenbagam M.H.SS	9342153011	XII-CSC	Lalit
11	Yogadharshan. J	Shenbagam M.H.S.S	6383442310	XII-CSC	Yog
12	Sivachalam. K	Shenbagam M.H.S.S	9865645252	XII-CSC	K.Sivachalam
13	Guruputhiran. S	Shenbagam M.H.S.S	9445932283	XII-CSC	S. Guru
14	P. Thalakandasamy	Shenbagam M.H.SS	7540027920	XII-CSC	P. Th
15	Shaikmusthafa-R	Shenbagam M.H.S.S	6374485584	XII-CSC	Muss
16	Hari Hara sudhan. K	Shenbagam M.H.S.S	9842292036	XII-CSC	K. Hari Hara sudhan
17	Praveen - K. B	Shenbagam M.H.S.S	8973789685	XII-CSC	Praveen K.B
18	S. Pranesh	Shenbagam M.H.S.School	8248327656	XII-CSC	S. Pranesh
19	Subesan. C	S.M.H.S School	9384340719	XII-CSC	[signature]
20	Nandha Kishore A	S.M.H.S School	9976978219	XII-CSC	A. Nandhakishore
21	Gokul. G	S.M.H.S School	8668085941	XII-CSC	G. Gokul
22	SUKANT G	SMHSS SCHOOL	7418432438	XII-CSC	[signature]
23	Kavinandhan S	SMHSS School	7639792769	XII-CSC	Kavin
24	Jai Adhithya. K	SMHSS SCHOOL	9842257203	XII-CSC	Jai Adhithya
25	Dharaneesh G.E.K	SMHS SCHOOL	9342958780	XII-C.S	[signature]

HINDUSTHAN COLLEGE OF ENGG & TECH. CBE-32

S.Num	Name OF students	School	Phone num	class/sec	Signature
26	Vaishnavi.S	Shenbagam MHSS	9488335119	XII-CSC	S. Vai
27	Kavithaipriya	Shenbagam MHSS	9788814209	XII-CSC	K. Kavi
28	Pradeepa	Shenbagam MHSS	8973349525	XII-CSC	Prad
29	Deepika	Shenbagam MHSS	9942541630	XII-CSC	Deep
30	Tarunika	Shenbagam MHSS	8140136921	XII-CSC	Taru
31	Divyaa Sri.J	Shenbagam MHSS	9342803689	XII-CSC	Divy
32	Dheevarshana	Shenbagam MHSS	6369738724	XII-CSC	Diva.
33	Niranjana.B	Shenbagam MHSS	9750358173	XII-CSC	NB
34	Dhinya Sri.S	Shenbagam MHSS	9566316518	XII-CSC	Dhi.
35	Rekha Shree.T	Shenbagam MHSS	9944540455	XII-CSC	Rek.
36	Sree Shanthini.R	Shenbagam MHSS	9976047553	XII-CSC	Shr.R
37	Tamilarasi Sofia.M	Shenbagam SMHSS	9976087312	XII-C.S.C	TSy.M
38	Abinaya.V	Shenbagam SMHSS	9788264384	XII-CSC	Abi.V
39	Dhanu Sree.G.K	Shenbagam SMHSS	6385852933	XII-CSC	Dhan.G
40	Nishitha.R.J	Shenbagam MHSS	9500465544	XII-CSC	Nishitha.
41	Chitrita.R	Shenbagam MHSS	9788819006	XII-CSC	Chi.R
42	Jeneeth.A	Shenbagam MHSS	9600474439	XII-CSC	Jen
43	Harini.K	Shenbagam MHSS	7708412430	XII-CSC	H.Hari
44	Avila Viyani.F	Shenbagam MHSS	9487369450	XII-CSC	Avi
45	Mohammed Yasar.F	S.M.H.S.S	9584927289	XII-CSC	Yasar
46	Joel.J	S.M.H.S.S	8825606560	XII-CSC	Joel.J
47	S.Mohanabarathi	S.M.H.S.S	6374760922	XII-CSC	S.Moha
48					
49					
50					



INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. BALAJI.B,
S/o. Mr. BALASUPRAMANIYAN.G,
3/356, VOIMEDU WEST,
VEDARANYAM (TK),
NAGAPATTINAM (DT) – 614714.

Dear Mr. BALAJI.B,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. V.Deepan Raj,
S/o. Mr.V.Venkadachalam,
South Street, Athandamaruthur,
Thirukovilur Taluk
Kallakurichi– 603805.

Dear Mr.V.Deepan Raj,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. Nandagopal M,
S/o. Mr.M.Murugan,
NO: 6,Pasumai Nagar,
Bagalur road,
Hosur– 635 109.

Dear Mr.Nandagopal M,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

Coimbatore
641 011

M.S.V. CONSTRUCTION

MELSATHAMPUR (P.O)
NADANTHAI (Via)
PARAMATHI - VELUR (Tk.)
NAMAKKAL (Dt.)

CELL : 94433 51681
GSTIN : 33ABKFM9986E1ZQ

Date : 19.01.2024

OFFER LETTER

Dear **Aanand V,**

Congratulations! We are pleased to confirm that you have been selected to work for **MSV Construction, Namakkal**. Your date of joining be on or before 20.01.2024.

The position we are offering you is that of **Site Supervisor-Intern.**

During Intern Training, You will be paid a Monthly Stipend as **INR 10000/- per month.**

Your detailed reporting requirements, duties, and responsibilities will be shared on the date of joining.

- **Work Location: Paramathi**
- **Reporting Time: 9.00 AM.**

Your formal letter of appointment will be issued to you on the completion of two months training with the company, which will contain all the terms of your employment.

Kindly return a duplicate copy of this letter, duty signed by you, by way of acknowledgement and acceptance of the offer.

Best Regards,

For M.S.V. CONSTRUCTION,

Managing Partner

VME PRECAST PRODUCTS
No.370, Church Road, Mogappair East,
Arihant Esta, 2G2, 2nd floor, Chennai - 600037.
Phone : 044 27172133 / 9445417830
E-mail: hr@vmeprecastproducts.com
Website: www.vmeprecast.co.in

Date: 01.03.2024

ABIN AUGUSTINE
Kuttickattu H, Rajamudi Post, Idukki, Kerala – 685 604.
Email ID: abinaugustine103@gmail.com
Mobile No: 6238057416

Dear Abin Augustine,

We are pleased to offer you the position of Trainee Engineer at VME PRECAST PRODUCTS. Congratulations on successfully completing the selection process and demonstrating your skills and potential during the interview.

Position: Trainee Engineer
Department: Planning
Location: No.124, Eraiyur Road, Vallam Village, Sriperumbudur Tk, Kanchipuram – 602105.
Start Date: 01.03.2024
Salary: Rs.13,000 Per Month
Reporting To: Planning Manager

Job Responsibilities:
1. Assist in designing, developing, testing, and implementing engineering projects.
2. Collaborate with senior engineers and project managers on various technical tasks.
3. Learn and apply engineering principles to solve real-world problems.
4. Co-ordinate with all the production team & Site team for all the production activities.
5. Follow company policies, procedures, and safety regulations at all times.

Employment Terms:
- This is a full-time position with VME PRECAST PRODUCTS.
- Your initial probation period will be 3 Months, during which your performance will be evaluated.
- You will be entitled to 12 days of paid annual leave per year, which can be availed after completion of the probation period.

Please review this offer letter carefully. If you accept our offer, please sign and return a copy to us. If you have any questions or need further clarification, feel free to contact HR Department.

We look forward to welcoming you to VME PRECAST PRODUCTS and wish you a successful and fulfilling career with us.

Sincerely,

VME PRECAST PRODUCTS CHENNAI 600 037

For VME PRECAST PRODUCTS

I, Abin Augustine, accept the offer for the position of Trainee Engineer at VME PRECAST PRODUCTS under the terms and conditions outlined in this offer letter.

Signature: _____

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. Babin Ram.S.T,
S/o. Mr.Sekar.R,
13/89A, Vellivilagam,
Kanniyakumari– 629165.

Dear Mr. Babin Ram.S.T,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear DHANISH S

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre-employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

a) Educational Certificates (10th to highest degree of qualification)
b) PAN Card, AADHAR Card, and any other Residential Address Proof.
d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

MOHANKUMAR
CONSTRUCTIONS

Mohankumar Constructions Pvt Ltd

Date: 16.04.2024

OFFER LETTER

Dear **DINESH K,**

With reference to your interview held with us on 26.03.2024, We are glad to inform you that you are being considered for **SITE ENGINEER** under the following terms and conditions.

I with reference to our discussions, we ae pleased to offer you appointment in our organizations as **SITE ENGINEEER**

After selection you will be an probation for a period of 6 months. Further your salary will be 15,000 INR per month in the probation period of 6 months thereafter your salary will be increased by 10 percent.

Date of Joining : 1st week of June 2024. Working time : 9.00 am to 05.00 pm

As a token of acceptance sign the duplicate copy of this letter and return it to us for official records

Er. Mohan Kumar
No.55, First floor,
Ambedkar Nagar, Kolathur,
Chennai, Tamil Nadu – 600099
Mobile : +91 73050 26741
Email : info@mohankumarconstructions.in

I hereby declare that I have read and understood all the above mentioned details in this offer and are accepted to me.

SIGNATURE OF APPLICANT

Dhanam Infra Private Limited

Offer Letter

Date: 05-06-2024

To

Mr. GOWTHAMAN.K,
No.292/1, Main road,
Mal.Subbarayapuram,
Mallur,
Ariyalur - 621704.
Cell- 78679 54710.

Dear Mr. Gowthaman.K,

With reference to your application and subsequent Interview you had with us on 27-04-2024, we are pleased to appoint you, subject to the following -

Job Details -

1. Post - Area Incharge - Assistant
2. Rank - JE
3. Gross Salary - Rs. 15,000 / Month
4. Project - VK
5. Job Location - Valluvar kottam-Chennai
6. Date of Joining - 06-06-2024

Reporting Authority -

1. Name - **Mr. A.Arun Kumar**
2. Rank - Junior Officer
3. Post - Project Incharge
4. Contact Number - 76959 51423

Notes –

1. Passport size photo – 1 No
2. Aadhar Card & PAN Card Copy is mandatory.
3. Original Degree Certificate is mandatory for verification and copy of the same should be submitted.
4. Bank Passbook – First Page Copy
5. All the Documents mentioned above should be submitted on the Date of Joining
6. Your Appointment is subject to Acceptance of "Conditions of Service".

We look forward to have fruitful collaboration with you in future.

For DHANAM INFRA PVT LTD

DHANAM INFRA PRIVATE LIMITED Chennai 600 037

05/06/2024

AARTHI.S
Human Resource Management

KANDHAN CONSTRUCTION CHEMICALS PVT. LTD.,
Site No.98, TMS Rajayoga Nagar, Veerakeralam, Coimbatore – 641007.
+91 8122364742, +91 8122364743 kandhan.cc@gmail.com
CIN – U46691TZ2023PTC028057 | GSTIN – 33AAKCK1338G1ZQ

OFFER LETTER

15-02-2024

To,

Mr. A. Mano Bala,

S/o, C. Arumugam,

289/2, Yoga Vinayagar Koyil St, Seelayampatti, Theni – 625515.

Mobile No.: +91 8754279416

Dear,

Sub: **Job offer letter for the position of Site Supersior**.

Based on your experience and interview performance, **M/s. Kandhan Construction Chemicals Pvt Ltd** has selected you for the post of Site Supervisor. It is our utmost pleasure to welcome you aboard.

Roles & Responsibilities:

- To ensure that a number of tasks are carried out on site with regard to Safety, Environment and Efficiency.
- To assist the workers and site in charge with the efficient and effective running of the site.
- Maintain a register of operatives and staff on site detailing.
- Ensure all paperwork and maintain a site diary, site correspondence file and photographic record of the project.
- Maintain proper Engineering work in all over site activities.
- Manage Client side Engineers with proper response.

Salary:

Basic	: Rs. 9,000
Transportation	: Rs. 3,000
Food & Overtime Allowance	: Rs. 3,000
Total Salary	: Rs. 15,000

We shall initially offer you a remuneration of Rs.15000 per month. It is subject to be revised based on your performance.

Authorized Dealer For,

KANDHAN CONSTRUCTION CHEMICALS PVT. LTD.,
Site No.98, TMS Rajayoga Nagar, Veerakeralam, Coimbatore – 641007.
+91 8122364742, +91 8122364743 kandhan.cc@gmail.com
CIN – U46691TZ2023PTC028057 | GSTIN – 33AAKCK1338G1ZQ

Terms & Condition:

Hours of Work: 10 hours per day.

Leave Terms: Sunday(afternoon) will be holiday. In case of any emergency, Leave shall be granted in presence of medical certificate/proper reason.

Resignation: If you resign for any personal reason prior to the completion of 2 (Two) Years of service you will require to refund any other expenses incurred by the employer.

Termination Terms: If you will be terminated due to fraud or for not complying with your commitments and violating the rules and regulations of the company, you will be required to pay above mentioned expenses. Employee may terminate the contract by giving 2 months' notice in writing If there is genuine reason but should continue service until alternate arrangement are made.

Code of Conduct: Should serve the employer sincerely and diligently. Should cooperate with colleagues and shall help them in necessary. All company matters should be kept confidential. Should not get involved in political affairs contradicting to the Indian Government policies.

If you are interested in this offer then, please show us your intentions by sending us a signed copy of this letter. Looking forward to welcoming you to our group.

Sincerely,

Director,

M/s. Kandhan Construction Chemicals Pvt. Ltd.

With the signature below, I accept this offer for employment.

_____ _____

Name & Signature: Date:

Authorized Dealer For,

26

BPO Integra India Private Limited

Sub: Letter of Appointment

Dear **Mr.Nidhul.P.K**

With reference to your job application at our concern and as per the subsequent interview you had with us, we are pleased to offer you the post of **"Trainee"** at **BPO Integra India Private Limited, Coimbatore** on the following terms and conditions:

Your appointment will commence from **04-November-2024.**

Your place of posting will be currently at **Coimbatore**. You will be liable to work in shifts.

1. You will initially be on probation for a period of Six months. During the period of probation, your performance and other antecedents will be thoroughly assessed/evaluated by your superiors. If the performance and other antecedents are not satisfied with us, the probation period may be extended for a period of Three months, only on satisfactory completion of your initial/ extended probationary period, you will be confirmed in the regular services of the company on such terms and conditions as decided by the company. You are liable to be transferred to any of our establishments/associates or subsidiaries as and when required by the Company within India or abroad.
2. Leave shall be taken only with prior permission and approval. If you are absent from work without permission, there will be deduction in your fixed pay. Only in exceptional circumstances, your leaves will be approved. SL can be carry forwarded once you complete 5th anniversary upto maximum of 6 days.
3. You will be bound to work in shift that is allocated to you at the time of interview.
4. You will work for standard 8hrs of production. Your attendance will be tracked through Handdy software.
5. Your break time is one hour.
6. You are eligible to be a member of the Employee's Provident Fund in accordance with rules applicable thereto.
7. You are eligible to be a member of the Employee state insurance in accordance with rules applicable thereto.
8. Your service will be governed by the rules of the company, which are either framed or amended from time to time or in force for the time being.
9. The official medium of communication shall be English. All communication written or oral within the premises with clients and other staff excluding office assistants, housekeeping and security shall be in English. This is on account of the company's clients being from English speaking countries and the consequent need for staff to attain a high standard in communication through English. The usage of language as stated herein is aimed to enhance and create an atmosphere for such enhancement, which is necessary for business efficiency and success.
10. You shall turn yourself neatly, modestly and timely for work and shall refrain from use of tobacco, alcohol or other toxic and narcotic substances during work and shall conduct yourself decently in the course of work and the Company's activities.

Offer accepted
Nidhul.

Read and understood
Nidhul.

11. You will be a faithful employee of the Company in all matters and shall not at any time, use your best endeavor to prevent the publication or disclosure of any information, technical data, financial and accounting data, trade secrets or know-how which may come to your knowledge.

12. Further, you will not give anyone, by word of mouth or otherwise, any particulars or details of our business processes, technical know-how, security arrangements, administrative and / or organizational matters whether confidential, secret or otherwise which you acquire during the course of your employment at any time, while in employment or afterwards or other information that you will come across in the course of your employment.

13. That during the period of your employment, you will not work directly or indirectly for any other person, firm or company, either with or without remuneration, nor will you engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

14. If at any time during your employment you are found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this Appointment Letter or rules or dereliction of duties, disobedience of the instructions given to you from time to time, the management may, without any notice or payment, in lieu of notice, put an end to your services and determine the employment with the company. You would have deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services, and in addition you shall be liable for all losses, damages to the company.

15. Deliberately making false, vicious or malicious statement in public or media otherwise against management or any officer or employee of the company.

16. Loitering, wasting time during working hours or in any way making preparation to go away before the close of the working hours

17. Refusal to work in other PC of the same type and or work of similar nature in another department not affecting the wages and status.

18. You should not refuse to come to office or meet officials as and when required in connection with employment.

19. You shall bear your own taxation, which shall be deducted, from your salary, and/or other dues as per standards.

20. The written notice of termination of this contract of employment will be one-month prior notice or one-month gross salary in lieu of during probation period, Upon Completion of probation, notice will be two months or two-months gross salary. Upon Completion of one year, notice will be three months or three-months gross salary. The decision is at the discretion of the management.

21. In case of not serving notice period you will not be permitted to receive the relieving order,service certificate and salary certificate if you fail to work in the notice period.

22. The management reserves the right to deduct, as liquidated damages, an amount equal to one month gross salary from any amount that may be due to you and if the same is not available or is insufficient then the management shall have the right to recover such amount as found due from you in any manner deemed fit.

Read and understood

BPO Integra India Private Limited

23. Computers, other equipment, accessories, records of the company in your possession or use, shall be carefully returned to the company, in the event you choose to or are terminated from the services of the company. If you fail to handover the company properties , the company may file a case against you for recovery of the company properties and you are liable to pay damages.

24. You shall be regulated by the general terms and conditions of employment given in the Annexure to this letter in addition to oral/written instructions, office orders, rules and regulations and such other practices, systems, policies and procedures of the Company as may be in vogue and as may be communicated from time to time.

25. You shall communicate to the Company promptly any change in your personal address and phone numbers or in nomination that you may have made in connection with PF, ESI etc.

26. You shall maintain confidentiality about your remuneration.

27. Please signify your acceptance by signing and returning the duplicate copy of this letter. Thanking you,

Yours Truly,

For BPO Integra India Pvt Ltd.,

Radika

Deputy Director - Human Resources.

Encl:

Annexure : A

Annexure: B

Annexure : C

Read,Understood & Accepted

(Employee Name & Signature)

[NIDHUL.P.K]

Salary : 22,000/-

Read and understood

A Member of NASSCOM

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear SATWIKA K A

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre–employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

a) Educational Certificates (10th to highest degree of qualification)
b) PAN Card, AADHAR Card, and any other Residential Address Proof.
d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear SELVA PUVANESH K

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre-employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

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d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

BPO Integra India Private Limited

Sub: Letter of Appointment

Dear **Mr.Sreehari.H**

With reference to your job application at our concern and as per the subsequent interview you had with us, we are pleased to offer you the post of **"Trainee"** at **BPO Integra India Private Limited, Coimbatore** on the following terms and conditions:

Your appointment will commence from **04-November-2024.**

Your place of posting will be currently at **Coimbatore.** You will be liable to work in shifts.

1. You will initially be on probation for a period of Six months. During the period of probation, your performance and other antecedents will be thoroughly assessed/evaluated by your superiors. If the performance and other antecedents are not satisfied with us, the probation period may be extended for a period of Three months, only on satisfactory completion of your initial/ extended probationary period, you will be confirmed in the regular services of the company on such terms and conditions as decided by the company. You are liable to be transferred to any of our establishments/associates or subsidiaries as and when required by the Company within India or abroad.
2. Leave shall be taken only with prior permission and approval. If you are absent from work without permission, there will be deduction in your fixed pay. Only in exceptional circumstances, your leaves will be approved. SL can be carry forwarded once you complete 5th anniversary upto maximum of 6 days.
3. You will be bound to work in shift that is allocated to you at the time of interview.
4. You will work for standard 8hrs of production. Your attendance will be tracked through Handdy software.
5. Your break time is one hour.
6. You are eligible to be a member of the Employee's Provident Fund in accordance with rules applicable thereto.
7. You are eligible to be a member of the Employee state insurance in accordance with rules applicable thereto.
8. Your service will be governed by the rules of the company, which are either framed or amended from time to time or in force for the time being.
9. The official medium of communication shall be English. All communication written or oral within the premises with clients and other staff excluding office assistants, housekeeping and security shall be in English. This is on account of the company's clients being from English speaking countries and the consequent need for staff to attain a high standard in communication through English. The usage of language as stated herein is aimed to enhance and create an atmosphere for such enhancement, which is necessary for business efficiency and success.
10. You shall turn yourself neatly, modestly and timely for work and shall refrain from use of tobacco, alcohol or other toxic and narcotic substances during work and shall conduct yourself decently in the course of work and the Company's activities.

Offer accepted

Read and Understood

11. You will be a faithful employee of the Company in all matters and shall not at any time, use your best endeavor to prevent the publication or disclosure of any information, technical data, financial and accounting data, trade secrets or know-how which may come to your knowledge.

12. Further, you will not give anyone, by word of mouth or otherwise, any particulars or details of our business processes, technical know-how, security arrangements, administrative and / or organizational matters whether confidential, secret or otherwise which you acquire during the course of your employment at any time, while in employment or afterwards or other information that you will come across in the course of your employment.

13. That during the period of your employment, you will not work directly or indirectly for any other person, firm or company, either with or without remuneration, nor will you engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

14. If at any time during your employment you are found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this Appointment Letter or rules or dereliction of duties, disobedience of the instructions given to you from time to time, the management may, without any notice or payment, in lieu of notice, put an end to your services and determine the employment with the company. You would have deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services, and in addition you shall be liable for all losses, damages to the company.

15. Deliberately making false, vicious or malicious statement in public or media otherwise against management or any officer or employee of the company.

16. Loitering, wasting time during working hours or in any way making preparation to go away before the close of the working hours.

17. Refusal to work in other PC of the same type and or work of similar nature in another department not affecting the wages and status.

18. You should not refuse to come to office or meet officials as and when required in connection with employment.

19. You shall bear your own taxation, which shall be deducted, from your salary, and/or other dues as per standards.

20. The written notice of termination of this contract of employment will be one-month prior notice or one-month gross salary in lieu of during probation period, Upon Completion of probation, notice will be two months or two-months gross salary. Upon Completion of one year, notice will be three months or three-months gross salary. The decision is at the discretion of the management.

21. In case of not serving notice period you will not be permitted to receive the relieving order,service certificate and salary certificate if you fail to work in the notice period.

22. The management reserves the right to deduct, as liquidated damages, an amount equal to one-month gross salary from any amount that may be due to you and if the same is not available or is insufficient then the management shall have the right to recover such amount as found due from you in any manner deemed fit.

Read and understood

BPO Integra India Private Limited

24. Computers, other equipment, accessories, records of the company in your possession or use, shall be carefully returned to the company, in the event you choose to or are terminated from the services of the company. If you fail to handover the company properties , the company may file a case against you for recovery of the company properties and you are liable to pay damages.

25. You shall be regulated by the general terms and conditions of employment given in the Annexure to this letter in addition to oral/written instructions, office orders, rules and regulations and such other practices, systems, policies and procedures of the Company as may be in vogue and as may be communicated from time to time.

26. You shall communicate to the Company promptly any change in your personal address and phone numbers or in nomination that you may have made in connection with PF, ESI etc.

27. You shall maintain confidentiality about your remuneration.

28. Please signify your acceptance by signing and returning the duplicate copy of this letter. Thanking you.

Yours Truly,

For BPO Integra India Pvt Ltd.,

Rani A

Deputy Director - Human Resources.

Encl:

Annexure : A

Annexure: B

Annexure : C

Read,Understood & Accepted

Soeehari - H

(Employee Name & Signature)

IN : U72200TZ2006PTC013022 | GSTIN : 33AADCB2075L1ZR
2B/3, 1st Floor, Kanapathy Towers, Opp. BSNL Exchange
atty Road, Ganapathy, Coimbatore - 641006
HONE: +91 422 4328555, 4379555

Read and understood Sreehari

A Member of NASSCOM

Dhanam Infra Private Limited

Offer Letter

To

Date: 02-07-2024

Mr. SURESH.T,
No.77/6, Thandangarai street,
Anna Nagar, Silattur post,
Aranthangi Tk,
Pudukkottai – 614622.
Cell- 93446 94325.

Dear Mr. Suresh.T,

With reference to your application and subsequent Interview you had with us on 27-04-2024, we are pleased to appoint you, subject to the following -

Job Details -

1. Post - AI - Assistant
2. Rank - Junior Engineer
3. Gross Salary - Rs. 15,000 / Month
4. Project - ICC
5. Job Location - Irumbuliyur
6. Date of Joining - 02-07-2024

Reporting Authority -

1. Name - **Mr. Muthukumaran.M,**
2. Rank - MM
3. Post - Project Incharge
4. Contact Number - 82205 36076

Notes –

1. Passport size photo – 1 No
2. Aadhar Card & PAN Card Copy is mandatory.
3. Original Degree Certificate is mandatory for verification and copy of the same should be submitted.
4. Bank Passbook – First Page Copy
5. All the Documents mentioned above should be submitted on the Date of Joining
6. Your Appointment is subject to Acceptance of "Conditions of Service".

We look forward to have fruitful collaboration with you in future.

For DHANAM INFRA PVT LTD

DHANAM INFRA PRIVATE LIMITED Chennai 600 037

AARTHI.S
Human Resource Department

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear VISHNU K

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre-employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

a) Educational Certificates (10th to highest degree of qualification)
b) PAN Card, AADHAR Card, and any other Residential Address Proof.
d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. T.Rajesh Krishnan,
S/o. Mr.A.Thillanathan,
2/2665,Nava Rathana Nagar,
Near Post office (Water tank),
Karaikudi– 630001.

Dear Mr.Rajesh Krishnan,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

IVa
INFRASTRUCTURE

01.06.2024.
Coimbatore .

To,

S.SAFEEQ AKEEL ,
S/o.SHEIK ABDULLAH ,
ARANTHANGI .

Dear Mr. SAFEEQ AKEEL ,

Congratulations! We are pleased to confirm that you have been selected as a GRATUATE ENGINEERING TRAINEE position to work in our company. We are delighted to make you the following job offer.

Your working hours will be from 09.00 hrs to 18.00 hrs on weekdays.

Other Benefits for the position as GRATUATE ENGINEERING TRAINEE.

We would like you to join us on 10.06.2024 at 10.00 Hrs. Please report to Manager M. Sanjeev Kumar for documentation and orientation. If this date is not acceptable, please contact us immediately.

Probation period will six months from the date of this offer letter , During the time of probation period consolidated salary will be paid by company.

Please acknowledge of this letter and return it to us to indicate your acceptance of this offer. We are confident you will be able to make a significant contribution to the success of our as well as your position. We are look forward to working with you.

Sincerely,

For IVA INFRASTRUCTURE AND DEVELOPERS LLP.

Authorised Signatory

HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Coimbatore 641 032.
www.hicet.ac.in

Report for Seminar on Exploring Career Prospects in Chemical Engineering organized / participated

Name of the Faculty : Ms P Induja & Mr M Dinesh Kumar	
Department : Chemical Engineering	Designation : Assistant Professor
Name of the Event : Exploring Career Prospects in Chemical Engineering	
Level : College Level	
Mapping with UN SDGs (Tick the relevant) : No poverty **(SDG 1)**, Zero hunger **(SDG 2)**, Good health and well-being **(SDG 3)**, Quality education **(SDG 4)**, Gender equality **(SDG 5)**, Clean water and sanitation **(SDG 6)**, Affordable and clean energy **(SDG 7)**, Decent work and economic growth **(SDG 8)**, Industry, innovation and infrastructure **(SDG 9)**, Reduced inequalities **(SDG 10)**, Sustainable cities and communities **(SDG 11)**, Responsible consumption and production **(SDG 12)**, Climate action **(SDG 13)**, Life below water **(SDG 14)**, Life on land **(SDG 15)**, Peace, justice, and strong institutions **(SDG 16)**, and Partnerships for the goals **(SDG 17)**.	
Venue / Mode : Online	
No. of Days : 1	Dates : 25.04.2024
Funded by : Management	
No. of Participants : 51	Registration charges (if any) : NIL
Name and Designation of Resource Person(s) : **Dr S Sam David** Assistant Professor, Department of Chemical Engineering SRM Institute of Science and Technology, Chennai. **Dr K Anbalagan** Placement Coordinator Assistant Professor, Department of Chemical Engineering SRM Institute of Science and Technology, Chennai.	

Outcome :

Both the guests Introduced about him and interacted with our students, at first Dr S Sam David started to talk about his career opportunities in chemical field. Chemical engineering offers a diverse range of career opportunities across industries. Also they mentioned about the Exploring chemical engineering careers reveals a spectrum of options like traditional roles in petrochemicals, pharmaceuticals, and materials; environmental engineering for sustainability; biotechnology and pharmaceuticals; energy and renewable; nanotechnology and advanced materials; data-driven optimization; consulting and management; entrepreneurship and innovation; academia and research; regulatory affairs ensure compliance. These paths offer diverse opportunities for impactful contributions across industries, reflecting the dynamic and versatile nature of the field. Finally they interacted with our students and thanked our Institutions.

Remarks and Feedback on the Event :

Participants participated and given excellent feedback about the Session

Plan of Implementing in HiCET (if any) :

NIL

Signature of the Faculty

HoD

Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

HINDUSTHAN COLLEGE OF ENGG & TECH

opy of the Event Brochure / Invitation:

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
HICET

HINDUSTHAN

COLLEGE OF ENGINEERING AND TECHNOLOGY

Department of Chemical Engineering

Invite you all for the

webinar on

"Exploring Career Prospects in Chemical Engineering"

25 April, 2024
@ 11 AM

Patrons

CEO
Dr Karunakaran K

Principal
Dr Jaya J

Convenor
Dr Seenuvasan M
Professor & Head

Co-ordinator's
Ms Induja P, AP
Mr Dineshkumar M, AP



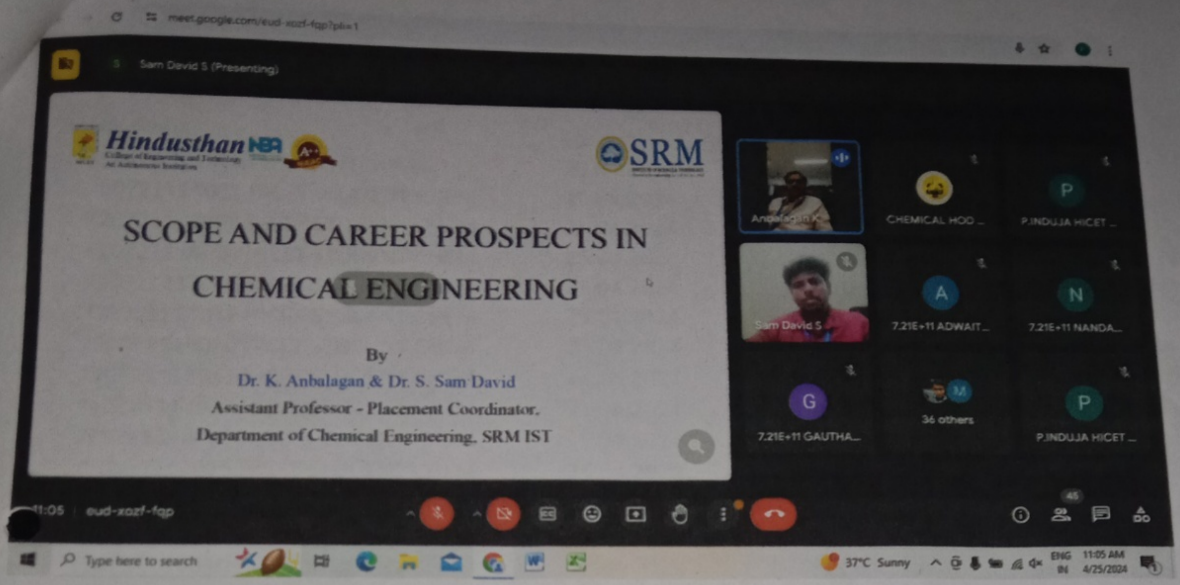
Dr.S.Sam David
Assistant Professor
Department of Chemical Engineering
SRM Institute of Science and Technology
Chennai

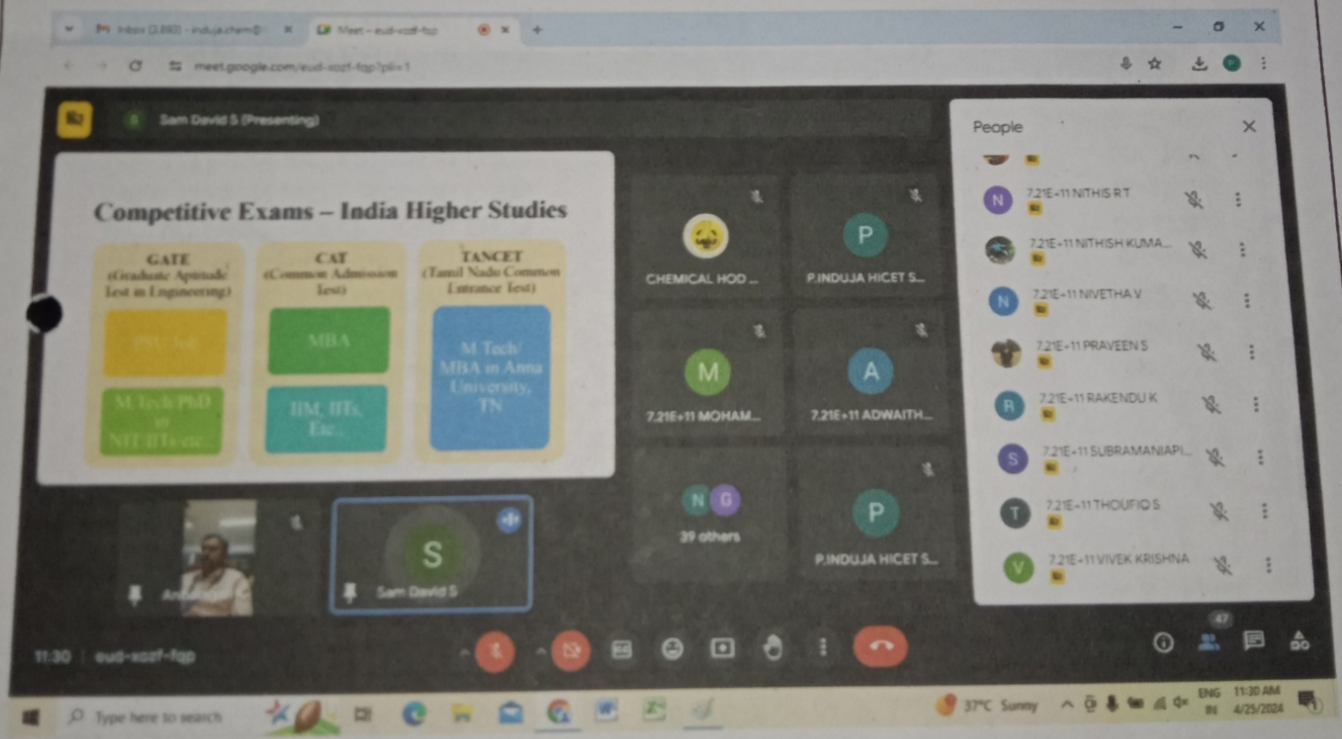
Meeting Link

https://meet.google.com/eud-xozf-fqp

HINDUSTHAN COLLEGE OF ENGG & TECH - CBE

Tagged Photographs of Event – 2 Nos:





* Department of Chemical Engineering - Organizes Seminar on - Exploring Career Prospects in Chemical Engineering
* Meeting code:https://meet.google.com/eud-xozf-fqp
* Created on 2024-04-25 11:00:50

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NDUSTHAN COLLEGE OF ENGG

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HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
HICET

Hindusthan College of Engineering and Technology
An Autonomous Institution, Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
Accredited by NBA (AERO, AUTO, CIVIL, CSE, ECE, EEE, IT, MECH, MECHATRONICS)
Accredited by NAAC with 'A++' Grade, An ISO Certified Institution
Valley Campus, Coimbatore – 641 032, Tamilnadu, INDIA
Tel: +91 422 4242424 www.hicet.ac.in

Report for "Gate way to career opportunity in higher education" organized by Department of Biomedical Engineering

Name of the Faculty : Dr. Murugeswari T	
Department : Biomedical Engineering	Designation : Associate Professor
Name of the Event: **Gate way to career opportunity in higher education**	
Level :	**College Level**
Venue / Mode: Ganga Hall	
No. of Days : 1	Dates : 07.10.2023
Funded by :	**Management**
No. of Participants : 148	Registration charges (if any) : nil
Name and Designation of Resource Person(s) : Mr. Saravana Kumaran A, M.E., Manager-Gateforum, Managing Director-Radian IAS academy, Founder-Rankers leader, Coimbatore, Tamil Nadu, India.	
Objective: It is organized for the benefit and to create an awareness among students about their career opportunity in higher education.	
Outcome : The students were able to acquire knowledge on their career opportunity in higher education and got awareness on the same.	
Remarks and Feedback on the Event: Students was curious and actively engaged on Q&A session and got useful contents.	
Plan of Implementing in HiCET (if any) : Nil	
Signature of the Faculty	HoD / Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

HINDUSTHAN COLLEGE OF ENGG & TECH. PROGRAMME - CSE

Weather Event Brochure / Invitation Published in Social Media : **Yes** / No

If Yes, Mention Link details:

HINDUSTHAN

COLLEGE OF ENGINEERING AND TECHNOLOGY
COIMBATORE-32

IE (I) –STUDENT CHAPTER

And

DEPARTMENT OF BIOMEDICAL ENGINEERING

CAREER GUIDANCE SEMINAR ON

" GATE WAY TO CAREER OPPORTUNITIES IN HIGHER EDUCATION "



RESOURCE PERSON

A. SARAVANAKUMARAN M.E.,

Manager -GATEFORUM, Coimbatore
Managing Director-Radian IAS Academy, Coimbatore
Founder -Bankers Leader

CO-ORDINATOR
DR T MURUGESWARI
Associate Professor,BME

CONVENOR
DR S SARAVANASUNDARAM
Head of the Department, BME

PRINCIPAL
DR J JAYA

CEO
DR K KARUNAKARAN

DATE: 07.10.2023
TIME : 10:30 AM

VENUE:
GANGA HALL, HICET

HINDUSTHAN COLLEGE OF ENGG & TECH

Photographs of Event





HINDUSTHAN COLLEGE OF ENGG & TECH. CBE - 32.

Hindusthan College of Engineering and Technology

An Autonomous Institution Affiliated to Anna University | Approved by AICTE, New Delhi
Accredited with 'A' Grade by NAAC | Accredited by NBA (ECE, MECH, EEE, IT & CSE)
Valley Campus, Pollachi Highway, Coimbatore 641 032. | www.hicet.ac.in

DEPARTMENT OF BIOMEDICAL ENGINEERING

Date: 07.10.2023

Seminar on "GATE WAY TO CAREER OPPORTUNITY IN HIGHER EDUCATION "

Attendance

S. No.	Name	Dept.	Signature
1.	Libi Achenkunju	BME	
2.	Aswin Raj	BME	
3.	Akhila Vinod	BME	
4.	B. Srimathi	BME	
5.	S. Oviya	BME	
6.	Sonaimuthu. B	BME	
7.	Mahadevan. M	BME	
8.	B. Bhuvaneshwaran	BME	
9.	Bhargavi. G	BME	
10.	Nisha. R	BME	
11.	Harini. C	BME	
12.	R.G. Tamil Nesan	BME	
13.	Muhammed Nafih Mashal	BME	
14.	R. Soumya	BME	
15.	T. Varshini	BME	
16.	S. Priyadharshini	BME	
17.	R. Madhanrajan	BME	
18.	V. Yashwa	BME	
19.	Jayapriya. R	BME	
20.	Sofiya. b	BME	
21.	R. Keerthana	BME	
22.	muhammed niyas	BME	
23.	Abhinand. S	BME	
24.	Roshith. S	BME	
25.	Adithya. S	BME	
26.	Jayakumar. V	BME	
27.	K. Suriyarajan	BME	
28.	Pachiyappan	BME	
29.	K. Ashokkumar	BME	
30.	M. Logesh	BME	
31.	Gokul R	BME	
32.	Harine. KR	BME	
33.	Janani. S	BME	
34.	AISHAF SHEKIFF	BME	

S. No.	Name	Dept.	Signature
35.	NAMOSRI	BME	Nanqi
36.	ANANDRAJ	BME	Anand
37.	SIVA SREE S	BME	Sivasree S.
38.	Vysree manoj	BME	[illegible]
39.	S. Shevethe	BME	Shevethe
40.	S. Jeevitha	BME	S. Jeevitha
41.	S. Janapriya	BME	S. Janapriya
42.	Asma	BME	[illegible]
43.	Kalaivani G.	BME	G. Deepa
44.	Deepa S	BME	Deepa
45.	Preethyi P	BME	Preethyi
46.	Rachel R	BME	Rachel
47.	Manimala N	BME	Manimala
48.	Asnah	BME	[illegible]
49.	G. Lakshman	BME	G. Lakshman
50.	C. Karthick	BME	C. Karthick
51.	NAVEEN	BME	[illegible]
52.	A. Ajith Kumar	BME	A. Ajith Kumar
53.	T. Anbumani	BME	T. Anbumani
54.	M. Sabari	BME	M. Sabari
55.	J. Dinesh Karthick	BME	J. Dinesh Karthick
56.	Ruvetha sri. V	BME	[illegible]
57.	Jazeer	BME	Jazeer
58.	G. Shanmuga Raja	BME	G. Shanmuga
59.	J. Nandhitha	BME	J. Nandhitha
60.	K. RISHIKESAN		K. Rishikesan
61.	S. Vazhini	BME	S. Vazhini
62.	N.M. Ushayavanan	BME	[illegible]
63.	M. Arsath Parvez	BME	[illegible]
64.	A. Balaji	BME	A. Balaji
65.	S. Susitharan	BME	S. Susi
66.	T. Baskar	BME	T. Baskar
67.	E. Barath Sukumar	BME	E. Barath Sukumar
68.	K. Abinesh	BME	Abinesh
69.	A. Krishna Moorthy	BME	A. Krishna
70.	P. Surya	BME	P. Surya
71.	P. Aravinth Kumar	BME	[illegible]
72.	Abdussamad O	BME	[illegible]
73.	Ambili P.C	BME	[illegible]
74.	Hrithik P.K	BME	[illegible]
75.	KP Mohammed Yasar	BME	Yasar
76.	Muhammed Anshab	BME	[illegible]
77.	Nehal Krishna	BME	[illegible]
78.	Sahail	BME	[illegible]
79.	Shahzad Roshan	BME	[illegible]
80.	Thalal Mohamed	BME	[illegible]
81.	Dhanush M	BME	Dhanush M
82.	Basil K V	BME	[illegible]

2/10/23

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

HICET

Report for Program on "Skill Requirements in Current Scenario for Engineers" organized

Name of the Faculty : Ms. Induja P & Mr Dinesh Kumar M	
Name of the Event : Program on **"Skill Requirements in Current Scenario for Engineers"**	
Level : International / National / State / Regional / Industry / University / **College Level**	
Venue / Mode : Online Mode	
No. of Days : ONE DAY	Dates : 04.12.2023
Funded by : **Management**	
No. of Participants : 70	Registration charges (if any) :NIL

Name and Designation of Resource Person(s) :

Mr Bharath Kalyanasundaram
Process Expert
Barclays Global Service & Centre,
Chennai.

Outcome:

Mr Bharath Kalyanasundaram introduced about him and interacted with our students, he started to talk about his career opportunities in chemical field. Chemical engineering offers a diverse range of career opportunities across industries. Professionals in this field play a pivotal role in sectors such as petroleum and petrochemicals, where they contribute to refining processes and the production of fuels. In pharmaceuticals and biotechnology, chemical engineers are involved in optimizing drug manufacturing and developing biopharmaceuticals. He explained about opportunities in design field like ASPEN HYSYS- Process simulation, COMSOL- Process Optimization, CMENCAD- Process Design, AutoCAD plant-3D, HTRI-Thermal Plant Design

Remarks and Feedback on the Event :

Participants participated and given excellent feedback about the Session

Plan of Implementing in HICET (if any) : NIL

Signature of the Faculty | HoD | Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

Copy of the Event Brochure / Invitation:

Hindusthan

College of Engineering and Technology

An Autonomous Institution

Valley Campus, Pollachi Highway, Coimbatore 641 032.

Department of Chemical Engineering

Organizes

Career Guidance Seminar on

Skill Requirements in Current Scenario for Engineers



Mr Bharath Kalyanasundaram

Process Expert

Barclays Global Service & Centre

Chennai

Online: 4.12.2023 | 10:00 am

https://meet.google.com/kme-twgh-wbp

Patrons Dr K Karunakaran, CEO
Hindusthan Educational Institutions.
Dr J Jaya, Principal, HiCET

Convener Dr Seenuvasan M, Head

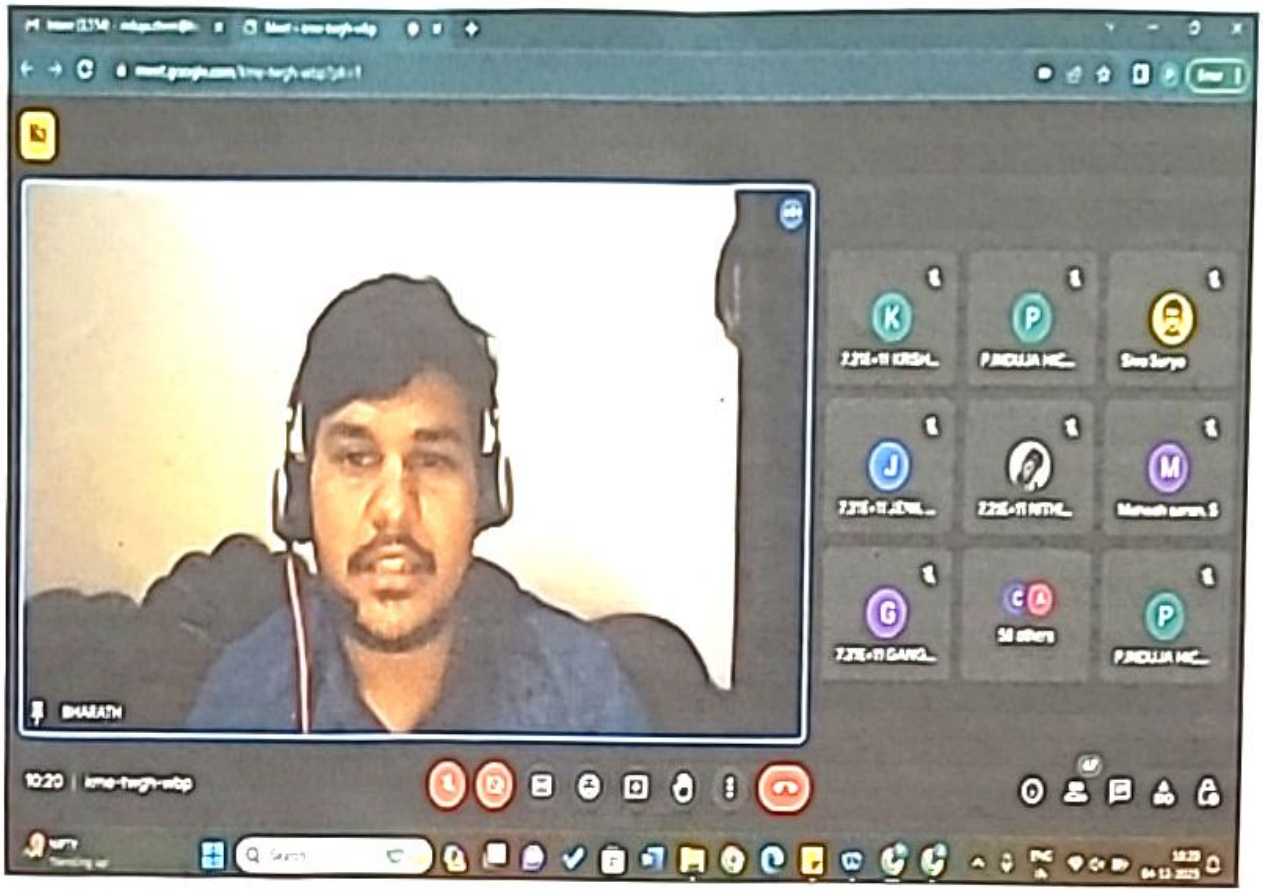
Co-ordinator

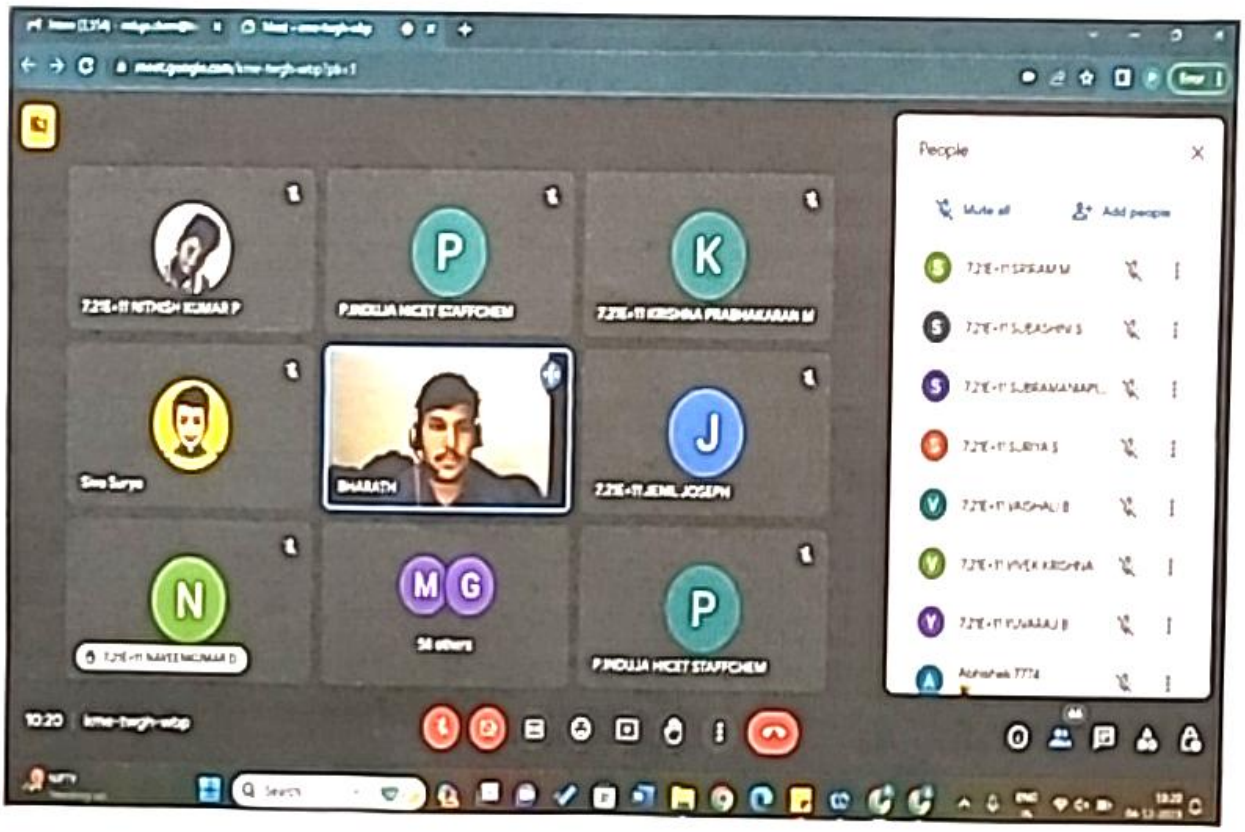
Ms Induja P & Mr Dineshkumar M

Assistant Professor

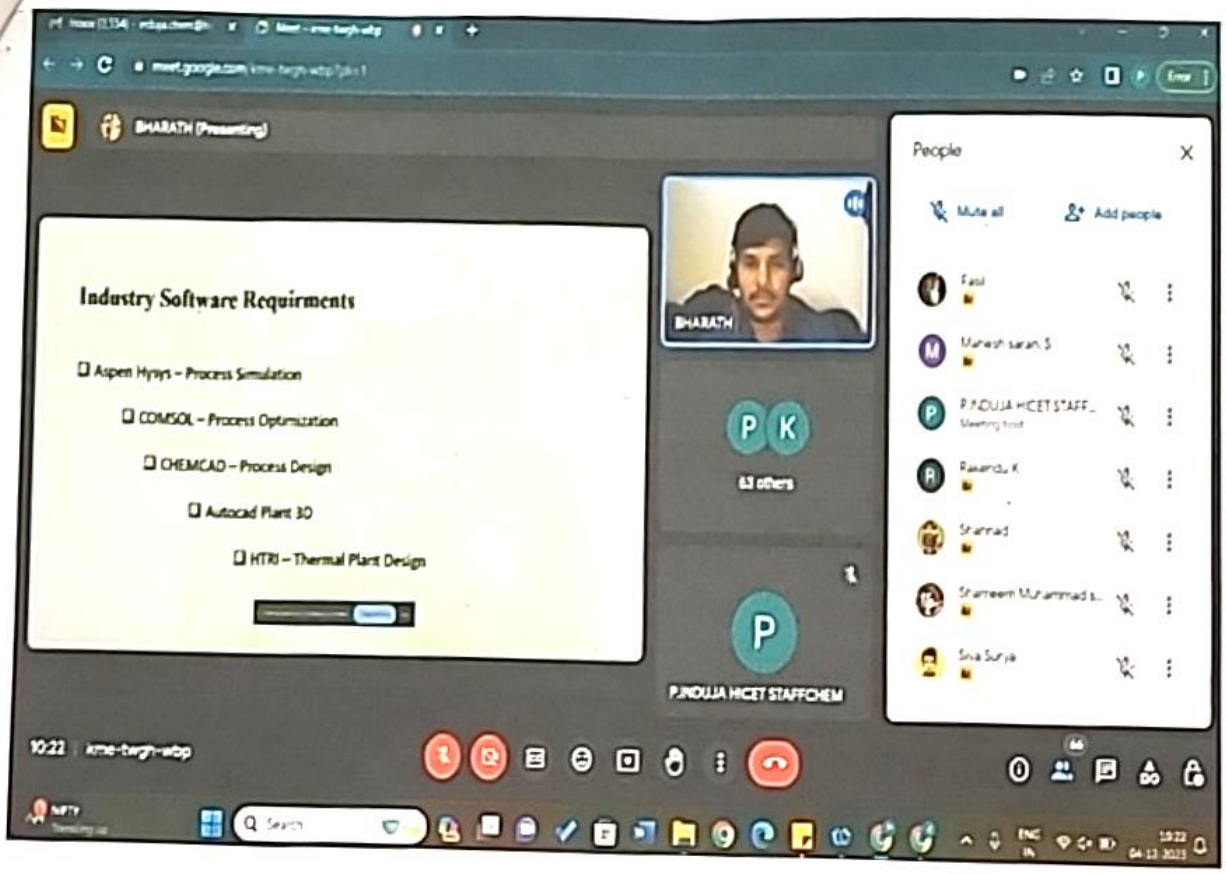
Cordially Invites you all

Geo Tagged Photographs of Event





KUMARAGURU COLLEGE OF ENGG & TECH. CBE


BHARATH (Presenting)
Industry Software Requirments
Aspen Hysys – Process Simulation
COMSOL – Process Optimization
CHEMCAD – Process Design
Autocad Plant 3D
HTRI – Thermal Plant Design
BHARATH
63 others
P.NDUJA HICET STAFFCHEM
People
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Add people
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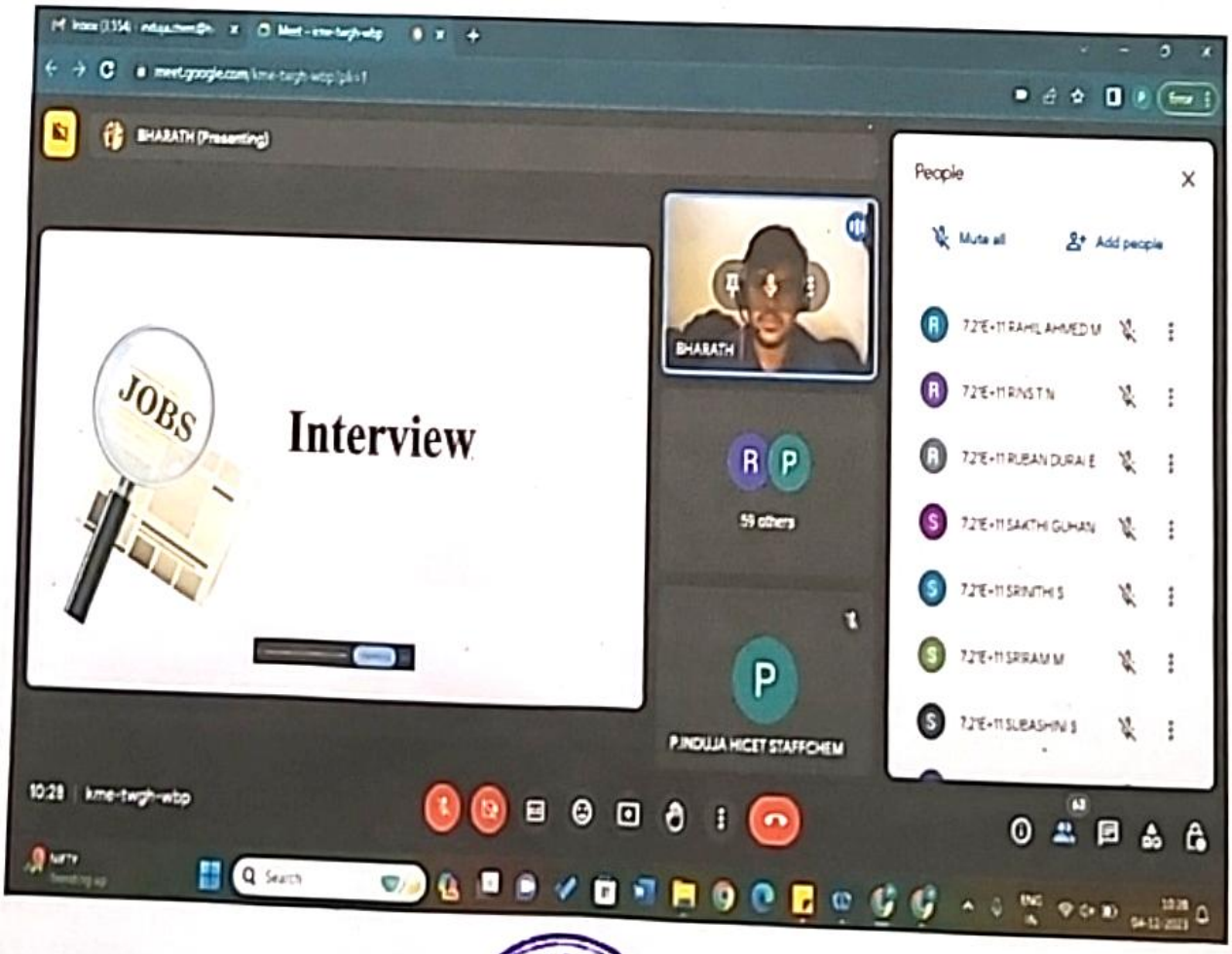
BHARATH (Presenting)
JOBS
Interview
BHARATH
59 others
P.NDUJA HICET STAFFCHEM
People
Mute all
Add people
10:28 | kme-twgh-wbp


KHADIR MOHIDEEN COLLEGE OF ENGG & TECH
CSE

Department of Chemical Engineering - Organizes Seminar on -Skill Requirements in current Scenario

- Meeting code:https://meet.google.com/kme-twgh-wbp
- Created on 2023-12-04 10:10:50

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7.21E+11 BELLWIN RAJ P	04.12.2023	"10:18"	00:21:42
7.21E+11 BHUVANESHWARAN B	04.12.2023	"10:16"	00:13:21
7.21E+11 CHANDIRASEKAR M S	04.12.2023	"10:16"	00:23:59
7.21E+11 DEEPAK P	04.12.2023	"10:16"	00:20:56
7.21E+11 DEVADHARSHINI S	04.12.2023	"10:22"	00:21:17
7.21E+11 FADL FAISAL MOHAMM	04.12.2023	"10:20"	00:31:05
7.21E+11 GANGADHARAN K	04.12.2023	"10:23"	00:07:20
7.21E+11 GOKUL D	04.12.2023	"10:16"	00:17:02
7.21E+11 GOPIKRISHNAN P U	04.12.2023	"10:39"	00:13:59
7.21E+11 HARIHARAN S	04.12.2023	"10:11"	00:31:05
7.21E+11 HARIPRASATH S	04.12.2023	"10:20"	00:25:56
7.21E+11 IHLAS AHAMED M J	04.12.2023	"10:27"	00:31:05
7.21E+11 JENIL JOSEPH	04.12.2023	"10:23"	00:09:19
7.21E+11 KRISHNA PRABHAKARA	04.12.2023	"10:24"	00:31:05
7.21E+11 LOGESH K	04.12.2023	"11:06"	00:31:05
7.21E+11 MADHUMITHA S	04.12.2023	"10:40"	00:27:04
7.21E+11 MANIGANDAN A	04.12.2023	"10:18"	00:30:58
7.21E+11 MANJU PARKAVI A	04.12.2023	"10:28"	00:02:45
7.21E+11 MOHAMMED HANEEN	04.12.2023	"10:24"	00:14:10
7.21E+11 MOHAMMED SHALU VI	04.12.2023	"10:16"	00:29:12
7.21E+11 NANDHAKISHOR C	04.12.2023	"10:18"	00:31:05
7.21E+11 NARENDHIRAN M	04.12.2023	"11:03"	00:16:16
7.21E+11 NAVEENKUMAR D	04.12.2023	"10:27"	00:31:05
7.21E+11 PADMA PRIYA R S	04.12.2023	"10:23"	00:31:05
7.21E+11 PATCHAMUTHU M	04.12.2023	"10:17"	00:31:05
7.21E+11 PRITHIVRAJ C	04.12.2023	"10:17"	00:31:02
7.21E+11 RAGULRAJ M	04.12.2023	"10:29"	00:31:05
7.21E+11 RAHIL AHMED M	04.12.2023	"10:19"	00:31:01
7.21E+11 RUBAN DURAI E	04.12.2023	"11:11"	00:12:59
7.21E+11 SIVARAMAN S	04.12.2023	"10:25"	00:31:05
7.21E+11 SRIKANTH M	04.12.2023	"10:33"	00:31:04
7.21E+11 SRINITHI S	04.12.2023	"11:26"	00:31:05
7.21E+11 SRIRAM M	04.12.2023	"10:28"	00:31:05
7.21E+11 SUBASHINI S	04.12.2023	"10:22"	00:29:58
7.21E+11 SURIYA S	04.12.2023	"10:19"	00:30:30
7.21E+11 YUVARAJ B	04.12.2023	"10:31"	00:29:59
Abhishek 7774	04.12.2023	"10:30"	00:10:35
Anoop	04.12.2023	"10:34"	00:11:01



Balaji Balaji	04.12.2023	"11:10"	00:27:07
Gowtham	04.12.2023	"10:23"	00:29:49
Mohammed Asif	04.12.2023	"10:24"	00:05:42
Raghav Raghav	04.12.2023	"11:06"	00:30:13
Ragulasangeerthian S	04.12.2023	"10:40"	00:31:05
Sanjana Satheesh	04.12.2023	"10:18"	00:31:05
Sathishkumar	04.12.2023	"10:28"	00:02:23
Shahnad	04.12.2023	"10:24"	00:31:05
Shakthi Kumar	04.12.2023	"10:16"	00:30:59
Shameem Muhammad shameem	04.12.2023	"10:18"	00:31:05
dineshkumar HICET STAFF CHEMI	04.12.2023	"11:03"	00:31:04
ksthanveer ahamed	04.12.2023	"10:27"	00:00:23
Induja Hicet Staff Hicet Staff	04.12.2023	"10:23"	00:02:23
Induja Hicet Staff Hicet Staff	04.12.2023	"10:17"	00:31:05
Bharath	04.12.2023	"10:10"	00:30:59
20114005 HICET STUDENT CHEM	04.12.2023	"11:06"	00:31:05
20114019 HICET STUDENT CHEM	04.12.2023	"10:40"	00:31:05
20114021 HICET STUDENT CHEM	04.12.2023	"10:18"	00:31:05
20114023 HICET STUDENT CHEM	04.12.2023	"10:28"	00:31:02
20114029 HICET STUDENT CHEM	04.12.2023	"10:24"	00:31:05
20114031 HICET STUDENT CHEM	04.12.2023	"10:16"	00:31:01
20114032 HICET STUDENT CHEM	04.12.2023	"10:18"	00:12:59
20114035 HICET STUDENT CHEM	04.12.2023	"11:03"	00:31:05
20114042 HICET STUDENT CHEM	04.12.2023	"10:27"	00:31:04

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
(An Autonomous Institution, Affiliated to Anna University, Chennai)
Valley Campus, Pollachi Highway, Coimbatore – 641 032

HICET

Event Feedback

Department of Chemical Engineering

Name of the Event: **Skill Requirements in Current Scenario for Engineers**

Name of the Student: Muhammed Shameem.K

Date of Event: **04.12.2023**

How satisfied were you with the event?

☑ Excellent ○ Good ○ Average ○ Poor

7. How likely would you be to attend our events in the future?

○ Excellent ☑ Good ○ Average ○ Poor

3.How useful was the event?

☑ Excellent ○ Good ○ Average ○ Poor

9. What are the takeaways from the event?

Pls Share, if any Suggestions

Student Sign

HICET

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
(An Autonomous Institution, Affiliated to Anna University, Chennai)
Valley Campus, Pollachi Highway, Coimbatore – 641 032

Event Feedback

Department of Chemical Engineering

Name of the Event: **Skill Requirements in Current Scenario for Engineers**

Name of the Student: R. Raghav

Date of Event: **04.12.2023**

How satisfied were you with the event?

☑ Excellent ○ Good ○ Average ○ Poor

7. How likely would you be to attend our events in the future?

☑ Excellent ○ Good ○ Average ○ Poor

3.How useful was the event?

☑ Excellent ○ Good ○ Average ○ Poor

9. What are the takeaways from the event?

Pls Share, if any Suggestions

HINDUSTHAN COLLEGE OF ENGG & TECH. COIMBATORE

Student Sign

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
(An Autonomous Institution, Affiliated to Anna University, Chennai)
Valley Campus, Pollachi Highway, Coimbatore – 641 032

Event Feedback

Department of Chemical Engineering

Name of the Event: **Skill Requirements in Current Scenario for Engineers**

Name of the Student: D.GOKUL

Date of Event: **04.12.2023**

How satisfied were you with the event?

✓ Excellent ○ Good ○ Average ○ Poor

7. How likely would you be to attend our events in the future?

✓ Excellent ○ Good ○ Average ○ Poor

3.How useful was the event?

✓ Excellent ○ Good ○ Average ○ Poor

9. What are the takeaways from the event?

Pls Share, if any Suggestions

HINDUSTHAN COLLEGE OF ENGG & TECH

Student Sign

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
HICET

HindusthanCollege of Engineering and Technology,Valley Campus, Pollachi Highway, Coimbatore 641 032.

www.hicet.ac.in

Attendance Report

Name of the Event: Skill Requirements in Current Scenario for Engineers

Date: 04.12.2023

Coordinator: Ms P Induja & Mr M Dinesh Kumar

S. No	Participant Name	Signature
1.	Abdul Aziz K	
2.	Abinesh R	
3.	Abishekprabhu P	
4.	Aikshav M	
5.	Alten Rey V	
6.	Anbarasan K	
7.	Anbuselvan K	
8.	Aneetta Das T	
9.	Anoop S	
10.	Anton Vibin G	
11.	Balaji D	
12.	Bellwin Rai P	
13.	Deepak P	
14.	Dharshini A Y	
15.	Fadl Faisal Mohammed	
16.	Fayas Ahamed S	
17.	Gangadharan K	
18.	Gokul D	
19.	Gopikrishnan P U	
20.	Hariharan S	
21.	Hijaz Al Fazer A	
22.	Jothikrishnan N	
23.	Krishna Prabhakaran M	
24.	Logesh K	
25.	Madhumitha S	
26.	Mohammed Faiizel M	
27.	Mohammed Haneen M	
28.	Mohammed Shalu Vp	
29.	Muhammed Shameem K	

HINDUSTHAN COLLEGE OF ENGG & TECH

30.	Muhammad Sidnan A K	
31.	Muruganayagam S	
32.	Nandhakishor C	
33.	Narendhiran M	
34.	Naveenkumar D	
35.	Padma Priya Rs	
36.	Patchamuthu M	
37.	Prithivraj C	
38.	Raghav R	
39.	Ragulraj M	
40.	Rahil Ahmed M	
41.	Rins T N	
42.	Ruban Durai E	
43.	Sakthi Guhan	
44.	Sanjana S	
45.	Saran Geethan L	
46.	Sathishkumar A	
47.	Sharun M	
48.	Sivaraman S	
49.	Srikanth M	
50.	Srinithi S	
51.	Sriram M	
52.	Subashini S	
53.	Sulokshana S	
54.	Suriya S	
55.	Vaishali B	
56.	Vishwa B	
57.	Yuvaraj B	
58.	Abhishek E	
59.	Fasil Shereef K P	
60.	Gowthaman K	
61.	Mahesh Saran S	
62.	Muhammed Shalnad A	
63.	Prasanth K	
64.	Sham Sunder B	
65.	Siva Surya R	
66.	Velmurugan V	
67.	M Dinesh Kumar	
68.	P Induja	
69.	V P Kalpana	
70.	K Balasubramani	

Name of the Faculty	M.Karthikeyan		
Designation	Assistant Professor		
Department	Mechatronics Engineering		
Type of Event	OFFLINE Event on Environment and Sustainability		
In Association With	The Robotics Society		
Category	~~International / National / State / Regional~~ /Institute Level		
Title of the Event	Seminar on Environmental Issues and Sustainable Development		
No. of Participants Expected	50		
Venue	Department of Mechatronics Engineering, HICET		
No. of Days	1	**Date(s)**	27.10.2023

Name and Designation of the Resource Person(s):

Dr.Srinivasan,
R&D Head, Robert Bosch, Bangalore

Details of the Proposed Budget:NIL

Faculty In-charge

HoD

Approved by

Principal

PRINCIPAL
Hindusthan College Of Engineering & Technolog
COIMBATORE - 641 032.

HINDUSTHAN COLLEGE OF ENGG & TECH. - CBE - 32

Department : Mechatronics Engineering	**Designation** : Assistant Professor

Nature of the Event: 1 Day Seminar

Category: College Level

Title : Seminar on Environmental Issues and Sustainable Development

Venue : Hindusthan college of Engineering & Technology

No. of Days : 01	**Dates :** 27.10.2023

Funded by: Nil

No. of Participants : 50	**Registration charges (if any) :** Nil

Name and Designation of Resource Person(s) :

Dr.Srinivasan,

R&D Head, Robert Bosch, Bangalore

Outcomes of the Event:
Students able to understand the Environmental threats and Sustainable Solutions.

Remarks and Feedback on the Event: The speakers explained about the environmental threats and the needs to concentrate on Sustainable Solutions. The seminar was very useful for the students.

Plan of Implementing in HiCET (if any) : Yes

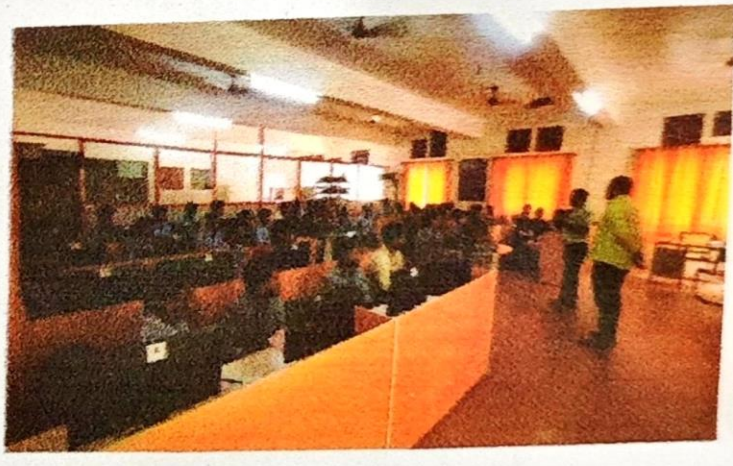
Signature of the Faculty **HOD** **Principal**

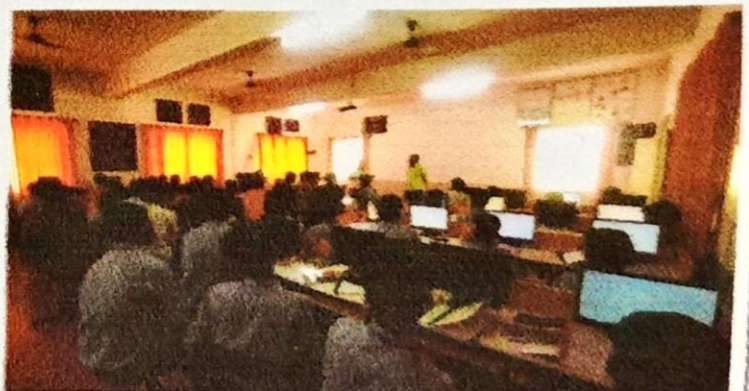


Image of the Event Brochure / Invitation



Geo-Tagged Photographs of Event





Event name: Seminar on Environmental Issues & Sustainable development Date: 27.10.2023

Academic Year: 2023-24 Year/Sem/Sec: II / IV

Batch: 2022 - 2026

S.No	Reg No	Name of the Student	Signature
1	720722109064	MOHAMMED NIHAN V P	
2	720722109065	MRITHYUN JEYAN S	
3	720722109066	MUBASHIR MUSTHAFA	
4	720722109067	MUHAMMED NAFIL T K	
5	720722109068	MUKESH KANNAN M	
6	720722109069	MUTHU BALAJI K	
7	720722109070	NAVANEETH KRISHNAN C	
8	720722109071	NAVEEN K	
9	720722109072	NAVEEN KUMAR K A	
10	720722109073	NAVEEN PRASATH G	
11	720722109074	NITHISH ANTONY F	
12	720722109075	NITHISH KUMAR A	
13	720722109076	NITHISHKUMAR B	
14	720722109077	PASUPATHIRAJ R	
15	720722109078	PAVANTHEJA S	
16	720722109079	PAWAN V	
17	720722109080	PRASANNA K	
18	720722109081	PRAVEEN K	
19	720722109082	PREM KUMAR R	
20	720722109083	PRITHIVIRAJ D	
21	720722109084	RAGUL C R	
22	720722109085	RAMACHANDRAN R	
23	720722109086	RANJITH R	
24	720722109087	RENGANATHAN M	
25	720722109088	RICHARD A	

27	720722109090	SAGITH VARSAN A	
28	720722109091	SAHAYA LESIN X	
29	720722109092	SAKTHI HARISH C	
30	720722109093	SAMUEL D	
31	720722109094	SANGEETHKUMAR S	
32	720722109095	SANJAI S	
33	720722109096	SANJAY K S	
34	720722109097	SANJAY KRISHNA V S	
35	720722109098	SANTHAPRAKASH M	
36	720722109099	SANTHOSH A	
37	720722109100	SATHISH R	
38	720722109101	SETHU K	
39	720722109102	SHAMIL NOUSHAD	
40	720722109103	SHELGIN L	
41	720722109104	SIKESH K	
42	720722109105	SIVANESAN R	
43	720722109106	SRI RAM R	
44	720722109107	SUBHAN SHUHAIB	
45	720722109108	SURYA S	
46	720722109109	THARUN KUMAR S	
47	720722109110	THARUN T J	
48	720722109111	THIRUMOORTHY G	
49	720722109112	VETRIVEL M	
50	720722109113	VIGNESH KUMAR S	
51	720722109114	VIGNESH N	
52	720722109115	VIGNESH P PRASAD	
53	720722109116	VISHAL M	
54	720722109117	VISHWANATH M	
55	720722109118	VIVEK E S	
56	720722109119	YOGESHWARAN R	
57	720722109120	YUTHIS S	

FIXED TERM EMPLOYMENT CONTRACT

09-March-2024

Name: ABIMANYU A

ADDRESS: 2nd Street, Revathi Nagar, Malumichampatti, Coimbatore.

Employee ID: AS176546
Employee Code: AS176546

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse **Associate-Flex** the conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates, or sister concern or subsidiary of any of the present or future clients of **SPNN Business Services Pvt.Ltd,** at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **SPNN Business Services Pvt. Ltd.**
3. Your period of Employment contract is from **18-Apr-2024 till 19-Jul-2024.** Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment. 4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party prior notice of 15 days days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or more days on 3 or more different occasions without intimation in any two consecutive months. In such an event, , shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of anysort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **SPNN Business Services Pvt. Ltd**.
11. If any declaration is given or furnished by you to the **SPNN Business Services Pvt.Ltd** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including removal from service without notice.

12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **SPNN Business Services Pvt. Ltd.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **SPNN Business Services Pvt.Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **SPNN Business Services Pvt.Ltd** or of our clients **SPNN Business Services Pvt. Ltd.** The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **SPNN Business Services Pvt. Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such conditions, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **SPNN Business Services Pvt.Ltd**, disclose or divulge or make public except on legal obligations, any information about the **SPNN Business Services Pvt.Ltd** and its Client's business affairs or secrets which have become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **SPNN Business Services Pvt.Ltd** will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to **SPNN Business Services Pvt.Ltd** or to our client, under the circumstances of **SPNN Business Services Pvt.Ltd** is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances that occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

    1. Fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
    2. Not engage in any conduct detrimental to the interests of the **SPNN Business Services Pvt.Ltd** or our clients;
    3. Not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **SPNN Business Services Pvt.Ltd**;
    4. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of **SPNN Business Services Pvt.Ltd** at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **SPNN Business Services Pvt.Ltd.**

20. Upon lapse or termination of the employment, your employment with **SPNN Business Services Pvt.Ltd** shall stand terminated forthwith. 21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **SPNN Business Services Pvt.Ltd** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **SPNN Business Services Pvt.Ltd** and you are required to read them in conjunction

25. You agree to defend, indemnify and hold **SPNN Business Services Pvt.Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law, or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **SPNN Business Services Pvt.Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **SPNN Business Services Pvt.Ltd.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **SPNN Business Services Pvt.Ltd.**

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept all aforementioned terms & conditions of the contract of employment offered by SPNN Business Services Pvt.Ltd.

Yours sincerely,
For **SPNN Business Services Pvt. Ltd,**



Navneet Singh CEO

Name:

Signature:

Annexure - A

Your Annual CTC 1,80,000/-and working hours start from 9.30am to 6.00pm with an One hour Lunch break a day and you are scheduled to work through Monday to Saturday in alternative Shifts.

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement, effective as of **18-Apr-2022**, entered into by, ("**Service Provider Personnel**"), an employee of **SPNN Business Services Pvt.Ltd.**, for the benefit of clients of **SPNN Business Services Pvt.Ltd.**. (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1.Confidential Information.

As used in this Agreement, **"Confidential Information"** means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (an " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2.Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3.Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4.Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any

of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as " **Intellectual Property Rights** ") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6.Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7.Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8.Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9.Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10.Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11.Outside Employment

You agree that during the period of your employment, you will not, without the prior written approval of the **SPNN Business Services Pvt.Ltd**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties.

Notices. All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section11.6 .Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: ABIMANYU A

Address

_____

_____

Phone No:

TOP
FRESHERS

Dear Mr. ABIN LEEJO **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

NEEM Trainee Reg.No. : **5536654** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear E ABINASH,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear ADHARSH R,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

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Email : md.rkenterprises@gmail.com

TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

VEL MACHINES

S&T Machine Tools Pvt Limited

APPOINTMENT ORDER

Ref: Appt/ HR/CBE **DATE : 30.04.2024**

To
ADHITHYAN P S

Dear Mr. ADHITHYAN P S,

With reference to your application for a suitable post in our organization and subsequent interview with us. The Management is pleased to appoint you on the Following terms & conditions:-

1. **POSITION & PAY:** At the time of joining you have been designated as "**Sales Engineer – CNC Division"** your monthly remuneration will be **Rs.18,000/-**

2. **ALLOWANCES:** Travel, Mobile, City Compensation Allowance & Medical Reimbursement (if not entitled to benefits under the ESI Scheme), as per Company's rules it will be paid.

3. **ACCIDENTAL INSURANCE:** You will be covered under the Group Accidental Insurance as per the scheme prevailing in the company.

4. **DUTIES & FUNCTIONS:**

   a. You shall devote your whole time to the work of the Company and shall not undertake any other direct or indirect vocation such as business, trade, consultancy, or advisory work etc., honorary or remunerative.
   b. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to our notice; you shall immediately bring the same to the Knowledge of your superiors.

c. You shall faithfully and diligently serve and promote the interests of the organization to the best of your skill and ability and shall exercise authority and carry out functions and duties entrusted or conferred upon you, from time to time, relating to the business of the Company.

5. **SECRECY & CONFIDENTIALITY**: You shall not, either during or after leaving employment, disclose, make known or communicate to any person or firm, Company, or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in the course of or by reason of your employment.

6. **SERVICE CONDITIONS:**

a. Your appointment as "**Sales Engineer – CNC Division" is** subject to the particulars furnished by you and the undertaking given by you in your application and/or Biodata From in support of which you shall submit copies of the relevant certificates, if not already submitted.

b. You shall be on probation for a period of six months from the date of your joining. During the period of training / extended period of training, your services may be terminated, or you may resign from the post, without any notice from either side.

c. Your initial placement in this company will be at **Coimbatore.** Your services shall be liable to be transferred anywhere to any other unit/office of the Company or any unit/office of any to be set up/acquired in future and you shall be bound to accept the transfer and carry out the same.

d. You shall be governed by the rules and regulations of the Company applicable or framed and amended from time to time and instructions issued by your superiors. You shall not commit any act subversive of discipline or against the policy or interests of the organization for which you shall be liable to disciplinary action.

e. You shall be retired from service on attaining the superannuation age of 58 years or earlier for physical or mental disability, infirmity or for continued ill health, as adjudged by a Medical Practioner nominated by the Company, whose decision shall be final.

f. In case you are not available or if acceptance is effused by you of any communication or notice required to be given to you under any law, rules

g. or regulations or conditions of service, the same shall be deemed to have been sufficiently given, if it is displayed on the Notice Board or is sent to

you Under Postal Certificate at the address given by you or available in the records of the Company.

h. The Employee shall not own, manage, operate, consult, or be employed in a business substantially similar to, or competitive with, the present business of the Company or such other business activity in which the Company may substantially engage for a period of 2 years after the term of employment.

7. TERMINATION OF SERVICE:

a. After confirmation, your services shall be liable to be terminated by giving one month's notice or salary in lieu thereof. Similarly, you may resign by giving one month's notice in writing or salary in lieu thereof. In the event of your being relieved before expiry of the notice period mentioned in your resignation letter, salary for the unexpired period of notice shall not be payable.

b. In the event of any information furnished by you in your Application and or/Bio-Data Form being found to be employment, your services shall be liable to instant termination without any notice or compensation.

c. In the event of your remaining absent from duty for a period of 10 consecutive days, without obtaining sanction of leave or overstaying beyond the period of leave originally sanctioned or subsequently extended. You shall be deemed to have resigned from the services of the Company without notice and in that event, as and when you approach, your dues shall be settled after deducting the Notice Pay.

CAUSE OF ACTION: In case you fail to adhere to the above-mentioned terms and conditions, you are liable to legal action and subjected to the legal jurisdiction of Coimbatore.

Please sign and return the duplicate copy of this letter as token of your acceptance of the terms & conditions of your appointment. This letter comes into effect from **30.04.2024** i.e. the date of your joining.

Thanking You,

For S & T Machine Tools Pvt Limited

Thangavel P
Managing Director

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

AFZHAL AALAM U,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of EXAM. For that Insurance Basic training you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - TRAINING payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs.1,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.

BRANCH HEAD,

SURETI INSURANCE MARKETING (P) LTD CBE-08

OFFICIAL SEAL

Date: 6th March 2024

Dear AHAMMED ZIDHAN,

Employment Offer Letter

Further to discussion you had with us recently, we are pleased to offer you employment in radcom solutions.

Your employment will commence on 6th May 2024. You will have the designation as Graduate Engineer Trainee {GET) from the date of commencement of your employment.

Salary: Your Annual Total Employment Cost to the company would be 3,48,000 (Three Lakhs Forty Eight Thousand rupees only) the details of which is been given in the Annexure attached below.

You will be subject to the details terms that are attached to this employment letter as Annexure A. You will also be governed by the rules & regulations of the company that may be modified from time to time, at the discretion of the company.

Please sign and return a copy of this letter indicating your formal acceptance of terms and conditions of employment offered herein. Kindly note that this offer stands cancelled in case you do not report for work on 27th June 2024, or we do not receive your formal acceptance.



Name of the Employee

Signature:

Name:

Date:

Annexure

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial

offer, design documents, Project cost & Estimation, Technology, Software packages license, Company’s polices, Company’s patterns & Trade Mark and Company’s Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear AKASH.G,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

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TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

NEEM Trainee Reg.No. : **5536655** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear AKASH J,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

FIXED TERM EMPLOYMENT CONTRACT

09-March-2024

Name: AKASH SUTHAN P.J

ADDRESS: 2nd Street, Revathi Nagar, Malumichampatti, Coimbatore.

Employee ID: AS176546
Employee Code: AS176546

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse **Associate-Flex** the conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates, or sister concern or subsidiary of any of the present or future clients of **SPNN Business Services Pvt.Ltd,** at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **SPNN Business Services Pvt. Ltd.**
3. Your period of Employment contract is from **18-Apr-2024 till 19-Jul-2024.** Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment. 4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party prior notice of 15 days days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or more days on 3 or more different occasions without intimation in any two consecutive months. In such an event, , shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of anysort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **SPNN Business Services Pvt. Ltd**.
11. If any declaration is given or furnished by you to the **SPNN Business Services Pvt.Ltd** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including removal from service without notice.

12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **SPNN Business Services Pvt. Ltd.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **SPNN Business Services Pvt.Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **SPNN Business Services Pvt.Ltd** or of our clients **SPNN Business Services Pvt. Ltd.** The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **SPNN Business Services Pvt. Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such conditions, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **SPNN Business Services Pvt.Ltd**, disclose or divulge or make public except on legal obligations, any information about the **SPNN Business Services Pvt.Ltd** and its Client's business affairs or secrets which have become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **SPNN Business Services Pvt.Ltd** will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to **SPNN Business Services Pvt.Ltd** or to our client, under the circumstances of **SPNN Business Services Pvt.Ltd** is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances that occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

    1. Fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
    2. Not engage in any conduct detrimental to the interests of the **SPNN Business Services Pvt.Ltd** or our clients;
    3. Not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **SPNN Business Services Pvt.Ltd**;
    4. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of **SPNN Business Services Pvt.Ltd** at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **SPNN Business Services Pvt.Ltd.**

20. Upon lapse or termination of the employment, your employment with **SPNN Business Services Pvt.Ltd** shall stand terminated forthwith. 21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **SPNN Business Services Pvt.Ltd** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **SPNN Business Services Pvt.Ltd** and you are required to read them in conjunction

25. You agree to defend, indemnify and hold **SPNN Business Services Pvt.Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law, or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **SPNN Business Services Pvt.Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **SPNN Business Services Pvt.Ltd.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **SPNN Business Services Pvt.Ltd.**

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept all aforementioned terms & conditions of the contract of employment offered by SPNN Business Services Pvt.Ltd.

Yours sincerely,
For **SPNN Business Services Pvt. Ltd,**



Navneet Singh CEO

Name:

Signature:

Annexure - A

Your Annual CTC 1,80,000/-and working hours start from 9.30am to 6.00pm with an One hour Lunch break a day and you are scheduled to work through Monday to Saturday in alternative Shifts.

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement, effective as of **18-Apr-2022**, entered into by, ("**Service Provider Personnel**"), an employee of **SPNN Business Services Pvt.Ltd.**, for the benefit of clients of **SPNN Business Services Pvt.Ltd.**. (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1.Confidential Information.

As used in this Agreement, **"Confidential Information"** means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (an " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2.Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3.Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4.Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any

of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as " **Intellectual Property Rights** ") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6.Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7.Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8.Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9.Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10.Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11.Outside Employment

You agree that during the period of your employment, you will not, without the prior written approval of the **SPNN Business Services Pvt.Ltd**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties.

Notices. All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section11.6 .Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: AKASH SUTHAN P.J

Address

_____

_____

Phone No:

25-03-2024

Letter of Appointment

Dear Akshay P,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

You will get salary on the basis of work itself, not on the basis of duties and responsibilities.

Work will change, according to those duties and responsibilities also changes, that will informed through mail.

Your normal working hours will be 54 hours ‘per week, to be worked Monday to Saturday.
If company suggests at times, you are requested to work on holidays also.



DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
- Directing system testing and validation procedures.
- Directing software programming and documentation development.
- Consulting with departments or customers on project status and proposals.
- Working with customers or departments on technical issues including software system design and maintenance.
- Analyzing information to recommend and plan the installation of new systems or modifications of an existing system.
- Consulting with engineering staff to evaluate software hardware interfaces and develop specifications and performance requirements.
- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

ALTOS Technologies

4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

Akshay P

NEEM Trainee Reg.No. : **5536656** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear AMAL SAJI,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
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CIN : U80903PN2014NPL151080

Dear ASWIN S,

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 4th, 2024.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 42,600 INR (Forty Two Thousand Six Hundred Rupees only) during the internship period. After successful completion of internship, you will be provided with the detailed part of salary benefits as stated in the other benefits.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

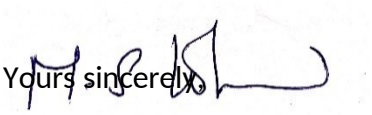
(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.



Yours sincerely,
For iQuantM Technologies Pvt Ltd,

Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: **Signature……**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: **Signature: .....**

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear CHANDRAPRAKASH K,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to perform mechanical design and analysis duties.

The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

Please confirm your acceptance of this offer by email

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

DEENATHAYALAN S,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of EXAM. For that Insurance Basic training you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - TRAINING payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs.1,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.

BRANCH HEAD,

SURETI INSURANCE MARKETING (P) LTD CBE-08

OFFICIAL SEAL

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. DIYANESHWARAN T

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

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4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
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www.ilmindia.com • www.ilm-india.com

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **EBEY RAJ Y**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

VEL MACHINES

S&T Machine Tools Pvt Limited

APPOINTMENT ORDER

Ref: Appt/ HR/CBE **DATE : 30.04.2024**

To
ELAYAMARAN M

Dear Mr. ELAYAMARAN M,

With reference to your application for a suitable post in our organization and subsequent interview with us. The Management is pleased to appoint you on the Following terms & conditions:-

1. **POSITION & PAY:** At the time of joining you have been designated as "**Sales Engineer – CNC Division"** your monthly remuneration will be **Rs.18,000/-**

2. **ALLOWANCES:** Travel, Mobile, City Compensation Allowance & Medical Reimbursement (if not entitled to benefits under the ESI Scheme), as per Company's rules it will be paid.

3. **ACCIDENTAL INSURANCE:** You will be covered under the Group Accidental Insurance as per the scheme prevailing in the company.

4. **DUTIES & FUNCTIONS:**

   a. You shall devote your whole time to the work of the Company and shall not undertake any other direct or indirect vocation such as business, trade, consultancy, or advisory work etc., honorary or remunerative.
   b. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to our notice; you shall immediately bring the same to the Knowledge of your superiors.

c. You shall faithfully and diligently serve and promote the interests of the organization to the best of your skill and ability and shall exercise authority and carry out functions and duties entrusted or conferred upon you, from time to time, relating to the business of the Company.

5. **SECRECY & CONFIDENTIALITY**: You shall not, either during or after leaving employment, disclose, make known or communicate to any person or firm, Company, or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in the course of or by reason of your employment.

6. **SERVICE CONDITIONS:**

a. Your appointment as "**Sales Engineer – CNC Division" is** subject to the particulars furnished by you and the undertaking given by you in your application and/or Biodata From in support of which you shall submit copies of the relevant certificates, if not already submitted.

b. You shall be on probation for a period of six months from the date of your joining. During the period of training / extended period of training, your services may be terminated, or you may resign from the post, without any notice from either side.

c. Your initial placement in this company will be at **Coimbatore.** Your services shall be liable to be transferred anywhere to any other unit/office of the Company or any unit/office of any to be set up/acquired in future and you shall be bound to accept the transfer and carry out the same.

d. You shall be governed by the rules and regulations of the Company applicable or framed and amended from time to time and instructions issued by your superiors. You shall not commit any act subversive of discipline or against the policy or interests of the organization for which you shall be liable to disciplinary action.

e. You shall be retired from service on attaining the superannuation age of 58 years or earlier for physical or mental disability, infirmity or for continued ill health, as adjudged by a Medical Practioner nominated by the Company, whose decision shall be final.

f. In case you are not available or if acceptance is effused by you of any communication or notice required to be given to you under any law, rules

g. or regulations or conditions of service, the same shall be deemed to have been sufficiently given, if it is displayed on the Notice Board or is sent to

you Under Postal Certificate at the address given by you or available in the records of the Company.

h. The Employee shall not own, manage, operate, consult, or be employed in a business substantially similar to, or competitive with, the present business of the Company or such other business activity in which the Company may substantially engage for a period of 2 years after the term of employment.

7. TERMINATION OF SERVICE:

a. After confirmation, your services shall be liable to be terminated by giving one month's notice or salary in lieu thereof. Similarly, you may resign by giving one month's notice in writing or salary in lieu thereof. In the event of your being relieved before expiry of the notice period mentioned in your resignation letter, salary for the unexpired period of notice shall not be payable.

b. In the event of any information furnished by you in your Application and or/Bio-Data Form being found to be employment, your services shall be liable to instant termination without any notice or compensation.

c. In the event of your remaining absent from duty for a period of 10 consecutive days, without obtaining sanction of leave or overstaying beyond the period of leave originally sanctioned or subsequently extended. You shall be deemed to have resigned from the services of the Company without notice and in that event, as and when you approach, your dues shall be settled after deducting the Notice Pay.

CAUSE OF ACTION: In case you fail to adhere to the above-mentioned terms and conditions, you are liable to legal action and subjected to the legal jurisdiction of Coimbatore.

Please sign and return the duplicate copy of this letter as token of your acceptance of the terms & conditions of your appointment. This letter comes into effect from **30.04.2024** i.e. the date of your joining.

Thanking You,

For S & T Machine Tools Pvt Limited

Thangavel P
Managing Director

Date: 6th March 2024

Dear GOWTHAM M,

Employment Offer Letter

Further to discussion you had with us recently, we are pleased to offer you employment in radcom solutions.

Your employment will commence on 6th May 2024. You will have the designation as Graduate Engineer Trainee {GET) from the date of commencement of your employment.

Salary: Your Annual Total Employment Cost to the company would be 3,48,000 (Three Lakhs Forty Eight Thousand rupees only) the details of which is been given in the Annexure attached below.

You will be subject to the details terms that are attached to this employment letter as Annexure A. You will also be governed by the rules & regulations of the company that may be modified from time to time, at the discretion of the company.

Please sign and return a copy of this letter indicating your formal acceptance of terms and conditions of employment offered herein. Kindly note that this offer stands cancelled in case you do not report for work on 27th June 2024, or we do not receive your formal acceptance.



Name of the Employee

Signature:

Name:

Date:

Annexure

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial

offer, design documents, Project cost & Estimation, Technology, Software packages license, Company’s polices, Company’s patterns & Trade Mark and Company’s Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

FIXED TERM EMPLOYMENT CONTRACT

09-March-2024

Name: GOWTHAM S

ADDRESS: 2nd Street, Revathi Nagar, Malumichampatti, Coimbatore.

Employee ID: AS176546
Employee Code: AS176546

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse **Associate-Flex** the conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates, or sister concern or subsidiary of any of the present or future clients of **SPNN Business Services Pvt.Ltd,** at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **SPNN Business Services Pvt. Ltd.**
3. Your period of Employment contract is from **18-Apr-2024 till 19-Jul-2024.** Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment. 4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party prior notice of 15 days days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or more days on 3 or more different occasions without intimation in any two consecutive months. In such an event, , shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of anysort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **SPNN Business Services Pvt. Ltd**.
11. If any declaration is given or furnished by you to the **SPNN Business Services Pvt.Ltd** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including removal from service without notice.

12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **SPNN Business Services Pvt. Ltd.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **SPNN Business Services Pvt.Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **SPNN Business Services Pvt.Ltd** or of our clients **SPNN Business Services Pvt. Ltd.** The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **SPNN Business Services Pvt. Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such conditions, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **SPNN Business Services Pvt.Ltd**, disclose or divulge or make public except on legal obligations, any information about the **SPNN Business Services Pvt.Ltd** and its Client's business affairs or secrets which have become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **SPNN Business Services Pvt.Ltd** will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to **SPNN Business Services Pvt.Ltd** or to our client, under the circumstances of **SPNN Business Services Pvt.Ltd** is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances that occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

    1. Fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
    2. Not engage in any conduct detrimental to the interests of the **SPNN Business Services Pvt.Ltd** or our clients;
    3. Not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **SPNN Business Services Pvt.Ltd**;
    4. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of **SPNN Business Services Pvt.Ltd** at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **SPNN Business Services Pvt.Ltd.**

20. Upon lapse or termination of the employment, your employment with **SPNN Business Services Pvt.Ltd** shall stand terminated forthwith. 21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **SPNN Business Services Pvt.Ltd** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **SPNN Business Services Pvt.Ltd** and you are required to read them in conjunction

25. You agree to defend, indemnify and hold **SPNN Business Services Pvt.Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law, or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **SPNN Business Services Pvt.Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **SPNN Business Services Pvt.Ltd.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **SPNN Business Services Pvt.Ltd.**

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept all aforementioned terms & conditions of the contract of employment offered by SPNN Business Services Pvt.Ltd.

Yours sincerely,
For **SPNN Business Services Pvt. Ltd,**



Navneet Singh CEO

Name:

Signature:

Annexure - A

Your Annual CTC 1,80,000/-and working hours start from 9.30am to 6.00pm with an One hour Lunch break a day and you are scheduled to work through Monday to Saturday in alternative Shifts.

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement, effective as of **18-Apr-2022**, entered into by, ("**Service Provider Personnel**"), an employee of **SPNN Business Services Pvt.Ltd.**, for the benefit of clients of **SPNN Business Services Pvt.Ltd.**. (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1.Confidential Information.

As used in this Agreement, **"Confidential Information"** means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (an " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2.Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3.Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4.Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any

of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as " **Intellectual Property Rights** ") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6.Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7.Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8.Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9.Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10.Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11.Outside Employment

You agree that during the period of your employment, you will not, without the prior written approval of the **SPNN Business Services Pvt.Ltd**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties.

Notices. All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section11.6 .Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: GOWTHAM S

Address

_____

_____

Phone No:

TOP
FRESHERS

Dear Mr. GOWTHAMAN S **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

NEEM Trainee Reg.No. : **5536657** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear GUHAN T,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **HARI HARA PRASATH S**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. INDRAJITH K

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

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2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

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4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

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Dear JAGADEESHWARAN,

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 4th, 2024.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 42,600 INR (Forty Two Thousand Six Hundred Rupees only) during the internship period. After successful completion of internship, you will be provided with the detailed part of salary benefits as stated in the other benefits.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

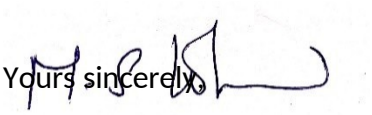
(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.



Yours sincerely,
For iQuantM Technologies Pvt Ltd,

Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: **Signature……**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: **Signature: .....**

Composite Structures Australia

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear JEROM NICKSON J,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to perform mechanical design and analysis duties.

The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

Please confirm your acceptance of this offer by email

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

Composite Structures Australia

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear JOSHWAL JOSE,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

VEL MACHINES

S&T Machine Tools Pvt Limited

APPOINTMENT ORDER

Ref: Appt/ HR/CBE **DATE : 30.04.2024**

To
KABIN

Dear Mr. KABIN,

With reference to your application for a suitable post in our organization and subsequent interview with us. The Management is pleased to appoint you on the Following terms & conditions:-

1. **POSITION & PAY:** At the time of joining you have been designated as "**Sales Engineer – CNC Division"** your monthly remuneration will be **Rs.18,000/-**

2. **ALLOWANCES:** Travel, Mobile, City Compensation Allowance & Medical Reimbursement (if not entitled to benefits under the ESI Scheme), as per Company's rules it will be paid.

3. **ACCIDENTAL INSURANCE:** You will be covered under the Group Accidental Insurance as per the scheme prevailing in the company.

4. **DUTIES & FUNCTIONS:**

   a. You shall devote your whole time to the work of the Company and shall not undertake any other direct or indirect vocation such as business, trade, consultancy, or advisory work etc., honorary or remunerative.
   b. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to our notice; you shall immediately bring the same to the Knowledge of your superiors.

c. You shall faithfully and diligently serve and promote the interests of the organization to the best of your skill and ability and shall exercise authority and carry out functions and duties entrusted or conferred upon you, from time to time, relating to the business of the Company.

5. **SECRECY & CONFIDENTIALITY**: You shall not, either during or after leaving employment, disclose, make known or communicate to any person or firm, Company, or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in the course of or by reason of your employment.

6. **SERVICE CONDITIONS:**

a. Your appointment as "**Sales Engineer – CNC Division" is** subject to the particulars furnished by you and the undertaking given by you in your application and/or Biodata From in support of which you shall submit copies of the relevant certificates, if not already submitted.

b. You shall be on probation for a period of six months from the date of your joining. During the period of training / extended period of training, your services may be terminated, or you may resign from the post, without any notice from either side.

c. Your initial placement in this company will be at **Coimbatore.** Your services shall be liable to be transferred anywhere to any other unit/office of the Company or any unit/office of any to be set up/acquired in future and you shall be bound to accept the transfer and carry out the same.

d. You shall be governed by the rules and regulations of the Company applicable or framed and amended from time to time and instructions issued by your superiors. You shall not commit any act subversive of discipline or against the policy or interests of the organization for which you shall be liable to disciplinary action.

e. You shall be retired from service on attaining the superannuation age of 58 years or earlier for physical or mental disability, infirmity or for continued ill health, as adjudged by a Medical Practioner nominated by the Company, whose decision shall be final.

f. In case you are not available or if acceptance is effused by you of any communication or notice required to be given to you under any law, rules

g. or regulations or conditions of service, the same shall be deemed to have been sufficiently given, if it is displayed on the Notice Board or is sent to

you Under Postal Certificate at the address given by you or available in the records of the Company.

h. The Employee shall not own, manage, operate, consult, or be employed in a business substantially similar to, or competitive with, the present business of the Company or such other business activity in which the Company may substantially engage for a period of 2 years after the term of employment.

7. TERMINATION OF SERVICE:

a. After confirmation, your services shall be liable to be terminated by giving one month's notice or salary in lieu thereof. Similarly, you may resign by giving one month's notice in writing or salary in lieu thereof. In the event of your being relieved before expiry of the notice period mentioned in your resignation letter, salary for the unexpired period of notice shall not be payable.

b. In the event of any information furnished by you in your Application and or/Bio-Data Form being found to be employment, your services shall be liable to instant termination without any notice or compensation.

c. In the event of your remaining absent from duty for a period of 10 consecutive days, without obtaining sanction of leave or overstaying beyond the period of leave originally sanctioned or subsequently extended. You shall be deemed to have resigned from the services of the Company without notice and in that event, as and when you approach, your dues shall be settled after deducting the Notice Pay.

CAUSE OF ACTION: In case you fail to adhere to the above-mentioned terms and conditions, you are liable to legal action and subjected to the legal jurisdiction of Coimbatore.

Please sign and return the duplicate copy of this letter as token of your acceptance of the terms & conditions of your appointment. This letter comes into effect from **30.04.2024** i.e. the date of your joining.

Thanking You,

For S & T Machine Tools Pvt Limited

Thangavel P
Managing Director

FIXED TERM EMPLOYMENT CONTRACT

09-March-2024

Name: KALEESWARAN P

ADDRESS: 2nd Street, Revathi Nagar, Malumichampatti, Coimbatore.

Employee ID: AS176546
Employee Code: AS176546

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse **Associate-Flex** the conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates, or sister concern or subsidiary of any of the present or future clients of **SPNN Business Services Pvt.Ltd,** at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **SPNN Business Services Pvt. Ltd.**
3. Your period of Employment contract is from **18-Apr-2024 till 19-Jul-2024.** Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment. 4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party prior notice of 15 days days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or more days on 3 or more different occasions without intimation in any two consecutive months. In such an event, , shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of anysort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **SPNN Business Services Pvt. Ltd**.
11. If any declaration is given or furnished by you to the **SPNN Business Services Pvt.Ltd** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including removal from service without notice.

12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **SPNN Business Services Pvt. Ltd.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **SPNN Business Services Pvt.Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **SPNN Business Services Pvt.Ltd** or of our clients **SPNN Business Services Pvt. Ltd.** The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **SPNN Business Services Pvt. Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such conditions, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **SPNN Business Services Pvt.Ltd**, disclose or divulge or make public except on legal obligations, any information about the **SPNN Business Services Pvt.Ltd** and its Client's business affairs or secrets which have become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **SPNN Business Services Pvt.Ltd** will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to **SPNN Business Services Pvt.Ltd** or to our client, under the circumstances of **SPNN Business Services Pvt.Ltd** is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances that occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

    1. Fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
    2. Not engage in any conduct detrimental to the interests of the **SPNN Business Services Pvt.Ltd** or our clients;
    3. Not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **SPNN Business Services Pvt.Ltd**;
    4. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of **SPNN Business Services Pvt.Ltd** at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **SPNN Business Services Pvt.Ltd.**

20. Upon lapse or termination of the employment, your employment with **SPNN Business Services Pvt.Ltd** shall stand terminated forthwith. 21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **SPNN Business Services Pvt.Ltd** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **SPNN Business Services Pvt.Ltd** and you are required to read them in conjunction

25. You agree to defend, indemnify and hold **SPNN Business Services Pvt.Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law, or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **SPNN Business Services Pvt.Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **SPNN Business Services Pvt.Ltd.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **SPNN Business Services Pvt.Ltd.**

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept all aforementioned terms & conditions of the contract of employment offered by SPNN Business Services Pvt.Ltd.

Yours sincerely,
For **SPNN Business Services Pvt. Ltd,**



Navneet Singh CEO

Name:

Signature:

Annexure - A

Your Annual CTC 1,80,000/-and working hours start from 9.30am to 6.00pm with an One hour Lunch break a day and you are scheduled to work through Monday to Saturday in alternative Shifts.

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement, effective as of **18-Apr-2022**, entered into by, ("**Service Provider Personnel**"), an employee of **SPNN Business Services Pvt.Ltd.**, for the benefit of clients of **SPNN Business Services Pvt.Ltd.**. (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1.Confidential Information.

As used in this Agreement, **"Confidential Information"** means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (an " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2.Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3.Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4.Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any

of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as " **Intellectual Property Rights** ") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6.Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7.Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8.Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9.Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10.Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11.Outside Employment

You agree that during the period of your employment, you will not, without the prior written approval of the **SPNN Business Services Pvt.Ltd**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties.

Notices. All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section11.6 .Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: KALEESWARAN P

Address

_____

_____

Phone No:

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. KARTHICK S

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

KIRUTHIKA S,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of EXAM. For that Insurance Basic training you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - TRAINING payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs.1,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.

BRANCH HEAD,

SURETI INSURANCE MARKETING (P) LTD CBE-08

OFFICIAL SEAL

NEEM Trainee Reg.No. : **5536658** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear LOKESHKUMAR S,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear MAHESWARAN,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

VEL MACHINES

S&T Machine Tools Pvt Limited

APPOINTMENT ORDER

Ref: Appt/ HR/CBE **DATE : 30.04.2024**

To
MANU KRISHNA V M

Dear Mr. MANU KRISHNA V M,

With reference to your application for a suitable post in our organization and subsequent interview with us. The Management is pleased to appoint you on the Following terms & conditions:-

1. **POSITION & PAY:** At the time of joining you have been designated as "**Sales Engineer – CNC Division"** your monthly remuneration will be **Rs.18,000/-**

2. **ALLOWANCES:** Travel, Mobile, City Compensation Allowance & Medical Reimbursement (if not entitled to benefits under the ESI Scheme), as per Company's rules it will be paid.

3. **ACCIDENTAL INSURANCE:** You will be covered under the Group Accidental Insurance as per the scheme prevailing in the company.

4. **DUTIES & FUNCTIONS:**

   a. You shall devote your whole time to the work of the Company and shall not undertake any other direct or indirect vocation such as business, trade, consultancy, or advisory work etc., honorary or remunerative.
   b. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to our notice; you shall immediately bring the same to the Knowledge of your superiors.

c. You shall faithfully and diligently serve and promote the interests of the organization to the best of your skill and ability and shall exercise authority and carry out functions and duties entrusted or conferred upon you, from time to time, relating to the business of the Company.

5. **SECRECY & CONFIDENTIALITY**: You shall not, either during or after leaving employment, disclose, make known or communicate to any person or firm, Company, or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in the course of or by reason of your employment.

6. **SERVICE CONDITIONS:**

a. Your appointment as "**Sales Engineer – CNC Division" is** subject to the particulars furnished by you and the undertaking given by you in your application and/or Biodata From in support of which you shall submit copies of the relevant certificates, if not already submitted.

b. You shall be on probation for a period of six months from the date of your joining. During the period of training / extended period of training, your services may be terminated, or you may resign from the post, without any notice from either side.

c. Your initial placement in this company will be at **Coimbatore.** Your services shall be liable to be transferred anywhere to any other unit/office of the Company or any unit/office of any to be set up/acquired in future and you shall be bound to accept the transfer and carry out the same.

d. You shall be governed by the rules and regulations of the Company applicable or framed and amended from time to time and instructions issued by your superiors. You shall not commit any act subversive of discipline or against the policy or interests of the organization for which you shall be liable to disciplinary action.

e. You shall be retired from service on attaining the superannuation age of 58 years or earlier for physical or mental disability, infirmity or for continued ill health, as adjudged by a Medical Practioner nominated by the Company, whose decision shall be final.

f. In case you are not available or if acceptance is effused by you of any communication or notice required to be given to you under any law, rules

g. or regulations or conditions of service, the same shall be deemed to have been sufficiently given, if it is displayed on the Notice Board or is sent to

you Under Postal Certificate at the address given by you or available in the records of the Company.

h. The Employee shall not own, manage, operate, consult, or be employed in a business substantially similar to, or competitive with, the present business of the Company or such other business activity in which the Company may substantially engage for a period of 2 years after the term of employment.

7. TERMINATION OF SERVICE:

a. After confirmation, your services shall be liable to be terminated by giving one month's notice or salary in lieu thereof. Similarly, you may resign by giving one month's notice in writing or salary in lieu thereof. In the event of your being relieved before expiry of the notice period mentioned in your resignation letter, salary for the unexpired period of notice shall not be payable.

b. In the event of any information furnished by you in your Application and or/Bio-Data Form being found to be employment, your services shall be liable to instant termination without any notice or compensation.

c. In the event of your remaining absent from duty for a period of 10 consecutive days, without obtaining sanction of leave or overstaying beyond the period of leave originally sanctioned or subsequently extended. You shall be deemed to have resigned from the services of the Company without notice and in that event, as and when you approach, your dues shall be settled after deducting the Notice Pay.

CAUSE OF ACTION: In case you fail to adhere to the above-mentioned terms and conditions, you are liable to legal action and subjected to the legal jurisdiction of Coimbatore.

Please sign and return the duplicate copy of this letter as token of your acceptance of the terms & conditions of your appointment. This letter comes into effect from **30.04.2024** i.e. the date of your joining.

Thanking You,

For S & T Machine Tools Pvt Limited

Thangavel P
Managing Director

Date: 6th March 2024

Dear MOHAMED KAIF Z,

Employment Offer Letter

Further to discussion you had with us recently, we are pleased to offer you employment in radcom solutions.

Your employment will commence on 6th May 2024. You will have the designation as Graduate Engineer Trainee {GET) from the date of commencement of your employment.

Salary: Your Annual Total Employment Cost to the company would be 3,48,000 (Three Lakhs Forty Eight Thousand rupees only) the details of which is been given in the Annexure attached below.

You will be subject to the details terms that are attached to this employment letter as Annexure A. You will also be governed by the rules & regulations of the company that may be modified from time to time, at the discretion of the company.

Please sign and return a copy of this letter indicating your formal acceptance of terms and conditions of employment offered herein. Kindly note that this offer stands cancelled in case you do not report for work on 27th June 2024, or we do not receive your formal acceptance.

For: radcom solutions



Name of the Employee

Signature:

Name:

Date:

Annexure

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial

offer, design documents, Project cost & Estimation, Technology, Software packages license, Company’s polices, Company’s patterns & Trade Mark and Company’s Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear MOHAMMED MUSTHAQ RAHMAN,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

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Email : md.rkenterprises@gmail.com

TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

25-03-2024

Letter of Appointment

Dear Muhammed Ihjas N N,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

You will get salary on the basis of work itself, not on the basis of duties and responsibilities.

Work will change, according to those duties and responsibilities also changes, that will informed through mail.

Your normal working hours will be 54 hours ‘per week, to be worked Monday to Saturday.
If company suggests at times, you are requested to work on holidays also.



ALTOS Technologies

DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
- Directing system testing and validation procedures.
- Directing software programming and documentation development.
- Consulting with departments or customers on project status and proposals.
- Working with customers or departments on technical issues including software system design and maintenance.
- Analyzing information to recommend and plan the installation of new systems or modifications of an existing system.
- Consulting with engineering staff to evaluate software hardware interfaces and develop specifications and performance requirements.
- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

ALTOS Technologies

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ALTOS Technologies

TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

ALTOS Technologies

4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

Muhammed Ihjas N N

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **MURUGADASS. S**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear B.MURUGAN,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

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TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

NEEM Trainee Reg.No. : **5536659** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear NANDAKUMAR S,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

TOP
FRESHERS

Dear Mr. NAVEEN S **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

Date: 6th March 2024

Dear NAVEENKUMAR.S,

Employment Offer Letter

Further to discussion you had with us recently, we are pleased to offer you employment in radcom solutions.

Your employment will commence on 6th May 2024. You will have the designation as Graduate Engineer Trainee {GET) from the date of commencement of your employment.

Salary: Your Annual Total Employment Cost to the company would be 3,48,000 (Three Lakhs Forty Eight Thousand rupees only) the details of which is been given in the Annexure attached below.

You will be subject to the details terms that are attached to this employment letter as Annexure A. You will also be governed by the rules & regulations of the company that may be modified from time to time, at the discretion of the company.

Please sign and return a copy of this letter indicating your formal acceptance of terms and conditions of employment offered herein. Kindly note that this offer stands cancelled in case you do not report for work on 27th June 2024, or we do not receive your formal acceptance.

For: radcom solutions



Signature.

Name of the Employee

Signature:

Name:

Date:

Annexure

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial

offer, design documents, Project cost & Estimation, Technology, Software packages license, Company’s polices, Company’s patterns & Trade Mark and Company’s Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

25-03-2024

Letter of Appointment

Dear Nivi Sreedhar Vinuraj,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

You will get salary on the basis of work itself, not on the basis of duties and responsibilities.

Work will change, according to those duties and responsibilities also changes, that will informed through mail.

Your normal working hours will be 54 hours ‘per week, to be worked Monday to Saturday.
If company suggests at times, you are requested to work on holidays also.



DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
- Directing system testing and validation procedures.
- Directing software programming and documentation development.
- Consulting with departments or customers on project status and proposals.
- Working with customers or departments on technical issues including software system design and maintenance.
- Analyzing information to recommend and plan the installation of new systems or modifications of an existing system.
- Consulting with engineering staff to evaluate software hardware interfaces and develop specifications and performance requirements.
- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

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- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

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TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

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4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

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Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

ALTOS TECHNOLOGIES KOCHI 682 042

Nivi Sreedhar Vinuraj

VEL MACHINES

S&T Machine Tools Pvt Limited

APPOINTMENT ORDER

Ref: Appt/ HR/CBE **DATE : 30.04.2024**

To
PAVANVENKAT.C

Dear Mr. PAVANVENKAT.C,

With reference to your application for a suitable post in our organization and subsequent interview with us. The Management is pleased to appoint you on the Following terms & conditions:-

1. **POSITION & PAY:** At the time of joining you have been designated as "**Sales Engineer – CNC Division"** your monthly remuneration will be **Rs.18,000/-**

2. **ALLOWANCES:** Travel, Mobile, City Compensation Allowance & Medical Reimbursement (if not entitled to benefits under the ESI Scheme), as per Company's rules it will be paid.

3. **ACCIDENTAL INSURANCE:** You will be covered under the Group Accidental Insurance as per the scheme prevailing in the company.

4. **DUTIES & FUNCTIONS:**

   a. You shall devote your whole time to the work of the Company and shall not undertake any other direct or indirect vocation such as business, trade, consultancy, or advisory work etc., honorary or remunerative.
   b. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to our notice; you shall immediately bring the same to the Knowledge of your superiors.

c. You shall faithfully and diligently serve and promote the interests of the organization to the best of your skill and ability and shall exercise authority and carry out functions and duties entrusted or conferred upon you, from time to time, relating to the business of the Company.

5. **SECRECY & CONFIDENTIALITY**: You shall not, either during or after leaving employment, disclose, make known or communicate to any person or firm, Company, or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in the course of or by reason of your employment.

6. **SERVICE CONDITIONS:**

a. Your appointment as "**Sales Engineer – CNC Division" is** subject to the particulars furnished by you and the undertaking given by you in your application and/or Biodata From in support of which you shall submit copies of the relevant certificates, if not already submitted.

b. You shall be on probation for a period of six months from the date of your joining. During the period of training / extended period of training, your services may be terminated, or you may resign from the post, without any notice from either side.

c. Your initial placement in this company will be at **Coimbatore.** Your services shall be liable to be transferred anywhere to any other unit/office of the Company or any unit/office of any to be set up/acquired in future and you shall be bound to accept the transfer and carry out the same.

d. You shall be governed by the rules and regulations of the Company applicable or framed and amended from time to time and instructions issued by your superiors. You shall not commit any act subversive of discipline or against the policy or interests of the organization for which you shall be liable to disciplinary action.

e. You shall be retired from service on attaining the superannuation age of 58 years or earlier for physical or mental disability, infirmity or for continued ill health, as adjudged by a Medical Practioner nominated by the Company, whose decision shall be final.

f. In case you are not available or if acceptance is effused by you of any communication or notice required to be given to you under any law, rules

g. or regulations or conditions of service, the same shall be deemed to have been sufficiently given, if it is displayed on the Notice Board or is sent to

you Under Postal Certificate at the address given by you or available in the records of the Company.

h. The Employee shall not own, manage, operate, consult, or be employed in a business substantially similar to, or competitive with, the present business of the Company or such other business activity in which the Company may substantially engage for a period of 2 years after the term of employment.

7. TERMINATION OF SERVICE:

a. After confirmation, your services shall be liable to be terminated by giving one month's notice or salary in lieu thereof. Similarly, you may resign by giving one month's notice in writing or salary in lieu thereof. In the event of your being relieved before expiry of the notice period mentioned in your resignation letter, salary for the unexpired period of notice shall not be payable.

b. In the event of any information furnished by you in your Application and or/Bio-Data Form being found to be employment, your services shall be liable to instant termination without any notice or compensation.

c. In the event of your remaining absent from duty for a period of 10 consecutive days, without obtaining sanction of leave or overstaying beyond the period of leave originally sanctioned or subsequently extended. You shall be deemed to have resigned from the services of the Company without notice and in that event, as and when you approach, your dues shall be settled after deducting the Notice Pay.

CAUSE OF ACTION: In case you fail to adhere to the above-mentioned terms and conditions, you are liable to legal action and subjected to the legal jurisdiction of Coimbatore.

Please sign and return the duplicate copy of this letter as token of your acceptance of the terms & conditions of your appointment. This letter comes into effect from **30.04.2024** i.e. the date of your joining.

Thanking You,

For S & T Machine Tools Pvt Limited

Thangavel P
Managing Director

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear SADHIQALI T,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

NEEM Trainee Reg.No. : **5536660** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear SAHAL SHAJI CK,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

Dear SAHIL YOUSEF,

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 4th, 2024.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 42,600 INR (Forty Two Thousand Six Hundred Rupees only) during the internship period. After successful completion of internship, you will be provided with the detailed part of salary benefits as stated in the other benefits.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

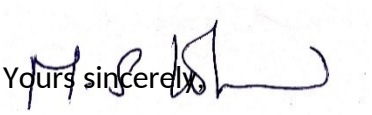
(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.



Yours sincerely,
For iQuantM Technologies Pvt Ltd,

Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: **Signature……**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: **Signature: .....**

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. SAI KUMAR E S

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

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2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

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www.ilmindia.com • www.ilm-india.com

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

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Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. SAMITH KS

Date: 06-02-2024

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2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

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With Best Wishes

Sanjay Subramanya T
Director – Administration

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TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **SANJAY KARAN S**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

NEEM Trainee Reg.No. : **5536661** **Date:- 11/March/2024**

NEEM TRAINEE CONTRACT LETTER

Dear SANTHOSHKUMAR,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as "**NEEM TRAINEE**" in "**BOSCH LIMITED KANCHIPURAM**" subject to the following terms and conditions:

1. The Period of training shall be 36 months with start date 08/Apr/2024 and end date 08/Apr/2027.

2. You will be paid consolidated monthly stipend of Rs.20000/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment, you shall be a trainee and not a worker and as such the provisions of any law with respect to a laborer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay inlieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,



KANNAN KCS - 555392
Authorized SignatoryDate:-
11/March/2024

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)Date:-
11/March/2024

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

TOP
FRESHERS

Dear Mr. SARATH SASI **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear SHAIK ABDUL KADER,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

Dear SHAJAHAN,

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 4th, 2024.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 42,600 INR (Forty Two Thousand Six Hundred Rupees only) during the internship period. After successful completion of internship, you will be provided with the detailed part of salary benefits as stated in the other benefits.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

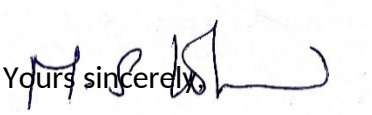
(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.



Yours sincerely,
For iQuantM Technologies Pvt Ltd,

Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: **Signature……**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: **Signature: .....**

Date: 6th March 2024

Dear SHANMUGAPRIYAN S,

Employment Offer Letter

Further to discussion you had with us recently, we are pleased to offer you employment in radcom solutions.

Your employment will commence on 6th May 2024. You will have the designation as Graduate Engineer Trainee {GET) from the date of commencement of your employment.

Salary: Your Annual Total Employment Cost to the company would be 3,48,000 (Three Lakhs Forty Eight Thousand rupees only) the details of which is been given in the Annexure attached below.

You will be subject to the details terms that are attached to this employment letter as Annexure A. You will also be governed by the rules & regulations of the company that may be modified from time to time, at the discretion of the company.

Please sign and return a copy of this letter indicating your formal acceptance of terms and conditions of employment offered herein. Kindly note that this offer stands cancelled in case you do not report for work on 27th June 2024, or we do not receive your formal acceptance.

For: radcom solutions



Name of the Employee

Signature:

Name:

Date:

Annexure

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial

offer, design documents, Project cost & Estimation, Technology, Software packages license, Company’s polices, Company’s patterns & Trade Mark and Company’s Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. SUDHARSAN

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

FIXED TERM EMPLOYMENT CONTRACT

09-March-2024

Name: SURYA P

ADDRESS: 2nd Street, Revathi Nagar, Malumichampatti, Coimbatore.

Employee ID: AS176546
Employee Code: AS176546

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse **Associate-Flex** the conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates, or sister concern or subsidiary of any of the present or future clients of **SPNN Business Services Pvt.Ltd,** at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **SPNN Business Services Pvt. Ltd.**
3. Your period of Employment contract is from **18-Apr-2024 till 19-Jul-2024.** Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment. 4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party prior notice of 15 days days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or more days on 3 or more different occasions without intimation in any two consecutive months. In such an event, , shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of anysort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **SPNN Business Services Pvt. Ltd**.
11. If any declaration is given or furnished by you to the **SPNN Business Services Pvt.Ltd** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including removal from service without notice.

12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **SPNN Business Services Pvt. Ltd.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **SPNN Business Services Pvt.Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **SPNN Business Services Pvt.Ltd** or of our clients **SPNN Business Services Pvt. Ltd.** The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **SPNN Business Services Pvt. Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such conditions, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **SPNN Business Services Pvt.Ltd**, disclose or divulge or make public except on legal obligations, any information about the **SPNN Business Services Pvt.Ltd** and its Client's business affairs or secrets which have become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **SPNN Business Services Pvt.Ltd** will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to **SPNN Business Services Pvt.Ltd** or to our client, under the circumstances of **SPNN Business Services Pvt.Ltd** is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances that occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

    1. Fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
    2. Not engage in any conduct detrimental to the interests of the **SPNN Business Services Pvt.Ltd** or our clients;
    3. Not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **SPNN Business Services Pvt.Ltd**;
    4. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of **SPNN Business Services Pvt.Ltd** at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **SPNN Business Services Pvt.Ltd.**

20. Upon lapse or termination of the employment, your employment with **SPNN Business Services Pvt.Ltd** shall stand terminated forthwith. 21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **SPNN Business Services Pvt.Ltd** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **SPNN Business Services Pvt.Ltd** and you are required to read them in conjunction

25. You agree to defend, indemnify and hold **SPNN Business Services Pvt.Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law, or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **SPNN Business Services Pvt.Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **SPNN Business Services Pvt.Ltd.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **SPNN Business Services Pvt.Ltd.**

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept all aforementioned terms & conditions of the contract of employment offered by SPNN Business Services Pvt.Ltd.

Yours sincerely,
For **SPNN Business Services Pvt. Ltd,**



Navneet Singh CEO

Name:

Signature:

Annexure - A

Your Annual CTC 1,80,000/-and working hours start from 9.30am to 6.00pm with an One hour Lunch break a day and you are scheduled to work through Monday to Saturday in alternative Shifts.

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement, effective as of **18-Apr-2022**, entered into by, ("**Service Provider Personnel**"), an employee of **SPNN Business Services Pvt.Ltd.**, for the benefit of clients of **SPNN Business Services Pvt.Ltd.**. (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1.Confidential Information.

As used in this Agreement, **"Confidential Information"** means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (an " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2.Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3.Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4.Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any

of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as " **Intellectual Property Rights** ") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6.Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7.Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8.Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9.Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10.Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11.Outside Employment

You agree that during the period of your employment, you will not, without the prior written approval of the **SPNN Business Services Pvt.Ltd**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties.

Notices. All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section11.6 .Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: SURYA P

Address

_____

_____

Phone No:

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

THIRUMAKAN J,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of EXAM. For that Insurance Basic training you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - TRAINING payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs.1,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.

BRANCH HEAD,

SURETI INSURANCE MARKETING (P) LTD CBE-08

OFFICIAL SEAL

25-03-2024

Letter of Appointment

Dear THIRUSUNDHAR P,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

You will get salary on the basis of work itself, not on the basis of duties and responsibilities.

Work will change, according to those duties and responsibilities also changes, that will informed through mail.

Your normal working hours will be 54 hours ‘per week, to be worked Monday to Saturday.
If company suggests at times, you are requested to work on holidays also.

ALTOS TECHNOLOGIES KOCHI 682 042

DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
- Directing system testing and validation procedures.
- Directing software programming and documentation development.
- Consulting with departments or customers on project status and proposals.
- Working with customers or departments on technical issues including software system design and maintenance.
- Analyzing information to recommend and plan the installation of new systems or modifications of an existing system.
- Consulting with engineering staff to evaluate software hardware interfaces and develop specifications and performance requirements.
- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

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- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

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ALTOS Technologies

TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

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4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

ALTOS TECHNOLOGIES KOCHI 682 042

Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

THIRUSUNDHAR P

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **UDHAYA KUMAR**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

VEL MACHINES

S&T Machine Tools Pvt Limited

APPOINTMENT ORDER

Ref: Appt/ HR/CBE **DATE : 30.04.2024**

To
UNNI SANTHOSH

Dear Mr. UNNI SANTHOSH,

With reference to your application for a suitable post in our organization and subsequent interview with us. The Management is pleased to appoint you on the Following terms & conditions:-

1. **POSITION & PAY:** At the time of joining you have been designated as "**Sales Engineer – CNC Division"** your monthly remuneration will be **Rs.18,000/-**

2. **ALLOWANCES:** Travel, Mobile, City Compensation Allowance & Medical Reimbursement (if not entitled to benefits under the ESI Scheme), as per Company's rules it will be paid.

3. **ACCIDENTAL INSURANCE:** You will be covered under the Group Accidental Insurance as per the scheme prevailing in the company.

4. **DUTIES & FUNCTIONS:**

   a. You shall devote your whole time to the work of the Company and shall not undertake any other direct or indirect vocation such as business, trade, consultancy, or advisory work etc., honorary or remunerative.
   b. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to our notice; you shall immediately bring the same to the Knowledge of your superiors.

c. You shall faithfully and diligently serve and promote the interests of the organization to the best of your skill and ability and shall exercise authority and carry out functions and duties entrusted or conferred upon you, from time to time, relating to the business of the Company.

5. **SECRECY & CONFIDENTIALITY**: You shall not, either during or after leaving employment, disclose, make known or communicate to any person or firm, Company, or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in the course of or by reason of your employment.

6. **SERVICE CONDITIONS:**

a. Your appointment as "**Sales Engineer – CNC Division" is** subject to the particulars furnished by you and the undertaking given by you in your application and/or Biodata From in support of which you shall submit copies of the relevant certificates, if not already submitted.

b. You shall be on probation for a period of six months from the date of your joining. During the period of training / extended period of training, your services may be terminated, or you may resign from the post, without any notice from either side.

c. Your initial placement in this company will be at **Coimbatore.** Your services shall be liable to be transferred anywhere to any other unit/office of the Company or any unit/office of any to be set up/acquired in future and you shall be bound to accept the transfer and carry out the same.

d. You shall be governed by the rules and regulations of the Company applicable or framed and amended from time to time and instructions issued by your superiors. You shall not commit any act subversive of discipline or against the policy or interests of the organization for which you shall be liable to disciplinary action.

e. You shall be retired from service on attaining the superannuation age of 58 years or earlier for physical or mental disability, infirmity or for continued ill health, as adjudged by a Medical Practioner nominated by the Company, whose decision shall be final.

f. In case you are not available or if acceptance is effused by you of any communication or notice required to be given to you under any law, rules

g. or regulations or conditions of service, the same shall be deemed to have been sufficiently given, if it is displayed on the Notice Board or is sent to

you Under Postal Certificate at the address given by you or available in the records of the Company.

h. The Employee shall not own, manage, operate, consult, or be employed in a business substantially similar to, or competitive with, the present business of the Company or such other business activity in which the Company may substantially engage for a period of 2 years after the term of employment.

7. TERMINATION OF SERVICE:

a. After confirmation, your services shall be liable to be terminated by giving one month's notice or salary in lieu thereof. Similarly, you may resign by giving one month's notice in writing or salary in lieu thereof. In the event of your being relieved before expiry of the notice period mentioned in your resignation letter, salary for the unexpired period of notice shall not be payable.

b. In the event of any information furnished by you in your Application and or/Bio-Data Form being found to be employment, your services shall be liable to instant termination without any notice or compensation.

c. In the event of your remaining absent from duty for a period of 10 consecutive days, without obtaining sanction of leave or overstaying beyond the period of leave originally sanctioned or subsequently extended. You shall be deemed to have resigned from the services of the Company without notice and in that event, as and when you approach, your dues shall be settled after deducting the Notice Pay.

CAUSE OF ACTION: In case you fail to adhere to the above-mentioned terms and conditions, you are liable to legal action and subjected to the legal jurisdiction of Coimbatore.

Please sign and return the duplicate copy of this letter as token of your acceptance of the terms & conditions of your appointment. This letter comes into effect from **30.04.2024** i.e. the date of your joining.

Thanking You,

For S & T Machine Tools Pvt Limited

Thangavel P
Managing Director

25-03-2024

Letter of Appointment

Dear VIJAYARAGAVAN A,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

You will get salary on the basis of work itself, not on the basis of duties and responsibilities.

Work will change, according to those duties and responsibilities also changes, that will informed through mail.

Your normal working hours will be 54 hours ‘per week, to be worked Monday to Saturday.
If company suggests at times, you are requested to work on holidays also.



DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
- Directing system testing and validation procedures.
- Directing software programming and documentation development.
- Consulting with departments or customers on project status and proposals.
- Working with customers or departments on technical issues including software system design and maintenance.
- Analyzing information to recommend and plan the installation of new systems or modifications of an existing system.
- Consulting with engineering staff to evaluate software hardware interfaces and develop specifications and performance requirements.
- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

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- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

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TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

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4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

ALTOS TECHNOLOGIES KOCHI 682 042

Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

VIJAYARAGAVAN A

Date: 6th March 2024

Dear VISHWANATHAN V,

Employment Offer Letter

Further to discussion you had with us recently, we are pleased to offer you employment in radcom solutions.

Your employment will commence on 6th May 2024. You will have the designation as Graduate Engineer Trainee {GET) from the date of commencement of your employment.

Salary: Your Annual Total Employment Cost to the company would be 3,48,000 (Three Lakhs Forty Eight Thousand rupees only) the details of which is been given in the Annexure attached below.

You will be subject to the details terms that are attached to this employment letter as Annexure A. You will also be governed by the rules & regulations of the company that may be modified from time to time, at the discretion of the company.

Please sign and return a copy of this letter indicating your formal acceptance of terms and conditions of employment offered herein. Kindly note that this offer stands cancelled in case you do not report for work on 27th June 2024, or we do not receive your formal acceptance.

For: radcom solutions



Signature.

Name of the Employee

Signature:

Name:

Date:

Annexure

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial

offer, design documents, Project cost & Estimation, Technology, Software packages license, Company’s polices, Company’s patterns & Trade Mark and Company’s Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

TOP
FRESHERS

Dear Mr. YAZID MUSTHAFA **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **ABISEKAN.R**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

ANISH ANANDHAM,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of EXAM. For that Insurance Basic training you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - TRAINING payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs.1,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.

BRANCH HEAD,

SURETI INSURANCE MARKETING (P) LTD CBE-08

OFFICIAL SEAL

Dear CHANDRU E,

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 4th, 2024.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 42,600 INR (Forty Two Thousand Six Hundred Rupees only) during the internship period. After successful completion of internship, you will be provided with the detailed part of salary benefits as stated in the other benefits.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

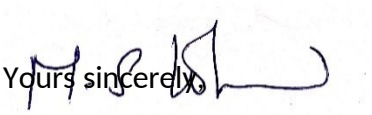
(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.



Yours sincerely,
For iQuantM Technologies Pvt Ltd,

Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: **Signature……**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: **Signature: .....**

VEL MACHINES

S&T Machine Tools Pvt Limited

APPOINTMENT ORDER

Ref: Appt/ HR/CBE **DATE : 30.04.2024**

To
DHANASEKAR M

Dear Mr. DHANASEKAR M,

With reference to your application for a suitable post in our organization and subsequent interview with us. The Management is pleased to appoint you on the Following terms & conditions:-

1. **POSITION & PAY:** At the time of joining you have been designated as "**Sales Engineer – CNC Division"** your monthly remuneration will be **Rs.18,000/-**

2. **ALLOWANCES:** Travel, Mobile, City Compensation Allowance & Medical Reimbursement (if not entitled to benefits under the ESI Scheme), as per Company's rules it will be paid.

3. **ACCIDENTAL INSURANCE:** You will be covered under the Group Accidental Insurance as per the scheme prevailing in the company.

4. **DUTIES & FUNCTIONS:**

   a. You shall devote your whole time to the work of the Company and shall not undertake any other direct or indirect vocation such as business, trade, consultancy, or advisory work etc., honorary or remunerative.
   b. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to our notice; you shall immediately bring the same to the Knowledge of your superiors.

c. You shall faithfully and diligently serve and promote the interests of the organization to the best of your skill and ability and shall exercise authority and carry out functions and duties entrusted or conferred upon you, from time to time, relating to the business of the Company.

5. **SECRECY & CONFIDENTIALITY**: You shall not, either during or after leaving employment, disclose, make known or communicate to any person or firm, Company, or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in the course of or by reason of your employment.

6. **SERVICE CONDITIONS:**

a. Your appointment as "**Sales Engineer – CNC Division" is** subject to the particulars furnished by you and the undertaking given by you in your application and/or Biodata From in support of which you shall submit copies of the relevant certificates, if not already submitted.

b. You shall be on probation for a period of six months from the date of your joining. During the period of training / extended period of training, your services may be terminated, or you may resign from the post, without any notice from either side.

c. Your initial placement in this company will be at **Coimbatore.** Your services shall be liable to be transferred anywhere to any other unit/office of the Company or any unit/office of any to be set up/acquired in future and you shall be bound to accept the transfer and carry out the same.

d. You shall be governed by the rules and regulations of the Company applicable or framed and amended from time to time and instructions issued by your superiors. You shall not commit any act subversive of discipline or against the policy or interests of the organization for which you shall be liable to disciplinary action.

e. You shall be retired from service on attaining the superannuation age of 58 years or earlier for physical or mental disability, infirmity or for continued ill health, as adjudged by a Medical Practioner nominated by the Company, whose decision shall be final.

f. In case you are not available or if acceptance is effused by you of any communication or notice required to be given to you under any law, rules

g. or regulations or conditions of service, the same shall be deemed to have been sufficiently given, if it is displayed on the Notice Board or is sent to

you Under Postal Certificate at the address given by you or available in the records of the Company.

h. The Employee shall not own, manage, operate, consult, or be employed in a business substantially similar to, or competitive with, the present business of the Company or such other business activity in which the Company may substantially engage for a period of 2 years after the term of employment.

7. TERMINATION OF SERVICE:

a. After confirmation, your services shall be liable to be terminated by giving one month's notice or salary in lieu thereof. Similarly, you may resign by giving one month's notice in writing or salary in lieu thereof. In the event of your being relieved before expiry of the notice period mentioned in your resignation letter, salary for the unexpired period of notice shall not be payable.

b. In the event of any information furnished by you in your Application and or/Bio-Data Form being found to be employment, your services shall be liable to instant termination without any notice or compensation.

c. In the event of your remaining absent from duty for a period of 10 consecutive days, without obtaining sanction of leave or overstaying beyond the period of leave originally sanctioned or subsequently extended. You shall be deemed to have resigned from the services of the Company without notice and in that event, as and when you approach, your dues shall be settled after deducting the Notice Pay.

CAUSE OF ACTION: In case you fail to adhere to the above-mentioned terms and conditions, you are liable to legal action and subjected to the legal jurisdiction of Coimbatore.

Please sign and return the duplicate copy of this letter as token of your acceptance of the terms & conditions of your appointment. This letter comes into effect from **30.04.2024** i.e. the date of your joining.

Thanking You,

For S & T Machine Tools Pvt Limited

Thangavel P
Managing Director

FIXED TERM EMPLOYMENT CONTRACT

09-March-2024

Name: DHAYANANTH B

ADDRESS: 2nd Street, Revathi Nagar, Malumichampatti, Coimbatore.

Employee ID: AS176546
Employee Code: AS176546

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse **Associate-Flex** the conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates, or sister concern or subsidiary of any of the present or future clients of **SPNN Business Services Pvt.Ltd,** at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **SPNN Business Services Pvt. Ltd.**
3. Your period of Employment contract is from **18-Apr-2024 till 19-Jul-2024.** Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment. 4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party prior notice of 15 days days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or more days on 3 or more different occasions without intimation in any two consecutive months. In such an event, , shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of anysort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **SPNN Business Services Pvt. Ltd**.
11. If any declaration is given or furnished by you to the **SPNN Business Services Pvt.Ltd** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including removal from service without notice.

12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **SPNN Business Services Pvt. Ltd.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **SPNN Business Services Pvt.Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **SPNN Business Services Pvt.Ltd** or of our clients **SPNN Business Services Pvt. Ltd.** The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **SPNN Business Services Pvt. Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such conditions, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **SPNN Business Services Pvt.Ltd**, disclose or divulge or make public except on legal obligations, any information about the **SPNN Business Services Pvt.Ltd** and its Client's business affairs or secrets which have become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **SPNN Business Services Pvt.Ltd** will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to **SPNN Business Services Pvt.Ltd** or to our client, under the circumstances of **SPNN Business Services Pvt.Ltd** is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances that occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

    1. Fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
    2. Not engage in any conduct detrimental to the interests of the **SPNN Business Services Pvt.Ltd** or our clients;
    3. Not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **SPNN Business Services Pvt.Ltd**;
    4. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of **SPNN Business Services Pvt.Ltd** at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **SPNN Business Services Pvt.Ltd.**

20. Upon lapse or termination of the employment, your employment with **SPNN Business Services Pvt.Ltd** shall stand terminated forthwith. 21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **SPNN Business Services Pvt.Ltd** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **SPNN Business Services Pvt.Ltd** and you are required to read them in conjunction

25. You agree to defend, indemnify and hold **SPNN Business Services Pvt.Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law, or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **SPNN Business Services Pvt.Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **SPNN Business Services Pvt.Ltd.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **SPNN Business Services Pvt.Ltd.**

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept all aforementioned terms & conditions of the contract of employment offered by SPNN Business Services Pvt.Ltd.

Yours sincerely,
For **SPNN Business Services Pvt. Ltd,**



Navneet Singh CEO

Name:

Signature:

Annexure - A

Your Annual CTC 1,80,000/-and working hours start from 9.30am to 6.00pm with an One hour Lunch break a day and you are scheduled to work through Monday to Saturday in alternative Shifts.

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement, effective as of **18-Apr-2022**, entered into by, ("**Service Provider Personnel**"), an employee of **SPNN Business Services Pvt.Ltd.**, for the benefit of clients of **SPNN Business Services Pvt.Ltd.**. (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1.Confidential Information.

As used in this Agreement, **"Confidential Information"** means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (an " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2.Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3.Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4.Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any

of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as " **Intellectual Property Rights** ") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6.Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7.Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8.Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9.Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10.Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11.Outside Employment

You agree that during the period of your employment, you will not, without the prior written approval of the **SPNN Business Services Pvt.Ltd**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties.

Notices. All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section11.6 .Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: DHAYANANTH B

Address

_____

_____

Phone No:

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

DINESH M,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of EXAM. For that Insurance Basic training you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - TRAINING payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs.1,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.





BRANCH HEAD, **OFFICIAL SEAL**

Date: 6th March 2024

Dear GOWTHAM RADHAKRISHNAN,

Employment Offer Letter

Further to discussion you had with us recently, we are pleased to offer you employment in radcom solutions.

Your employment will commence on 6th May 2024. You will have the designation as Graduate Engineer Trainee {GET) from the date of commencement of your employment.

Salary: Your Annual Total Employment Cost to the company would be 3,48,000 (Three Lakhs Forty Eight Thousand rupees only) the details of which is been given in the Annexure attached below.

You will be subject to the details terms that are attached to this employment letter as Annexure A. You will also be governed by the rules & regulations of the company that may be modified from time to time, at the discretion of the company.

Please sign and return a copy of this letter indicating your formal acceptance of terms and conditions of employment offered herein. Kindly note that this offer stands cancelled in case you do not report for work on 27th June 2024, or we do not receive your formal acceptance.

For: radcom solutions



Name of the Employee

Signature:

Name:

Date:

Annexure

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial

offer, design documents, Project cost & Estimation, Technology, Software packages license, Company’s polices, Company’s patterns & Trade Mark and Company’s Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Dear HANEEFA NAFIL,

Welcome to iQuantM Technologies India Pvt Ltd (Herein called as iQuantM) and congratulations on your appointment as **Trainee-Software Engineer.** The employment terms at iQuantM are given below, please go through them in detail. We would like to inform you that these terms are subject to change with the change in the company policy.

1. Appointment Details:

The date of appointment is effective from **August 4th, 2024.**

2. Certificates:

Before the time of joining, you are requested to submit photocopies supporting educational qualification, Date of Birth/Age, Relieving letter in the original form your previous/present organizations, Service Certificates (if any). Two copies of Passport/VoterID card/Pan Card/ driving license/ Ration card, four color passport size photo and two stamp-size photographs should be submitted. You are also required to bring the originals during the Joining/induction date, which will be returned after verification.

(i) There will be an internship period of 3 months from the date of Joining during which your performance will be evaluated periodically. The company reserves the right to decide on the continuance of employment confirmation/ termination based on your performance.

(ii) You educational and professional qualification will be subjected to strict background verification to confirm that the details provided as true and correct.

(iii) You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

(iv) We provide support to our global customers through various iQuantM locations in India/Abroad to suit customer time which means 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.

(v) This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for the award of the degree/diploma.

(vi) Kindly ensure to submit the second copy of the appointment letter signed by you

on the same day as reporting.

(vii) If you were placed post campus interview, academic standards in your qualifying degree must confirm to what was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cut-off specified to qualify for our written test for campus placements.

(viii) The retirement age is 58 years.

3. Other Benefits*:

(i) You will be entitled to leave, holidays and working hours as applicable to your stream and location of posting.

(ii) You will be eligible for perquisites, if any, as applicable to your band and stream and/or based on functional requirements as determined by the company.

(iii) You are entitled to the Company Provident Fund Scheme (PF) as per the policies applicable after successful completion of internship.

(iv) You are eligible for the Company Employee Medical Assistance Program (EMAP). Terms & Condition of the medical insurance will be provided by the insurance provider*. After successful completion of internship

- Note: other benefits are applicable only after successful completion of internship.

4. Responsibilities:

(i) Given your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of iQuantM, whether directly or indirectly.

(ii) During the period of employment, with iQuantM you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy regarding the affairs of the company and shall keep confidential any information, instruments, documents, etc., relating to the company that may come to your professional knowledge as an employee of the company.

(iii) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

(iv) We at iQuantM are committed to ensuring 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct (CBC) and other policies of the Company as they form an integral part of the terms of your employment with iQuantM. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified

periodically, and new Policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

(v) Consistent with (vi) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head/Reporting Manager and appropriate disciplinary action will be initiated.

(vi) In connection with your employment and during the term of your employment (whether during business hours) you shall disclose and assign to iQuantM as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation computer software) developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

5. Compensation:

You will be eligible for up to 42,600 INR (Forty Two Thousand Six Hundred Rupees only) during the internship period. After successful completion of internship, you will be provided with the detailed part of salary benefits as stated in the other benefits.

6. Conflicts of Interest:

(i) You are required to engage yourself exclusively in the work assigned by iQuantM and shall not take up any independent or individual assignments (whether the same is a part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head/Reporting Manager.

(ii) You shall ensure that you shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall conflict with the interests of iQuantM.

(iii) The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with iQuantM (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

(iv) Any employee of iQuantM to terminate their employment with iQuantM or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

(v) Any customer or vendor of iQuantM to move his existing business with iQuantM to a third party or to terminate his business relationship with iQuantM.

(vi) Any existing employee to become associated with or perform services of any type for any third party.

(vii) In case of any conflict or doubt, please discuss the matter with your Business Unit head/Reporting Manager, understand the position of iQuantM and resolve the conflict.

7. Non-Compete

During your employment with the company, you will be providing services to customers or clients of the company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of one (1) year after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

8. Assignment of Intellectual Property

During your tenure with the Company, you shall disclose and assign to iQuantM as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

9. General:

(i) This offer of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which may relate to or affect your commitments under this Agreement.

(ii) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

(iii) These employment terms supersede and replace any existing agreement or understanding, if any, between iQuantM and you relating to the same subject matter.

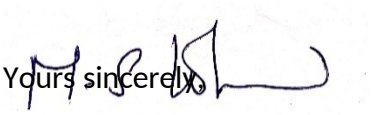
(iv) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. If you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

(v) During employment, you must comply with all policies of the Company. These Policies are updated/modified periodically, and new Policies may be introduced and notified to employees from time to time.

(vi) **Address:** It is your sole responsibility to inform the company in writing of the address. Failing which, any communication sent to you in the address last stated by you shall be deemed to be validity served on you.

10. Notice Period:

(i) During internship period the company reserves the right to terminate the employment agreement with the notice of one week.



Yours sincerely,
For iQuantM Technologies Pvt Ltd,

Name: Lokesh M Subadhra
Director / CEO
iQuantM Technologies

I acknowledge that I have understood the terms and conditions stated in the offer letter and provide my consent to the employer take appropriate action if any violation.

Employee Name: ……

Date: **Signature……**

ANNEXURE

CONFLICT OF INTEREST

iQuantM Technologies Pvt Ltd Limited has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

(i) For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market, or the interest is not material.

(ii) For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities, or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier, or customer, except with the knowledge and consent of top management.

(iii) For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

(iv) For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.

(v) For an employee or any dependent member of his family to accept the commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management/Reporting Manager/HR Manager

Name:

Date: **Signature: .....**

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **S IRFAN AHMED**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

Date :09.03.2024

To,

Dear JANAPRIYAN.D,

Sub: Appointment Order

We are happy to appoint you with us as "Graduate Trainee" in QC Department with the Total CTC of 2,23,200/- (Two Lakh Twenty Three Thousand Two Hundred Rupees only) annually with effective from 09.03.2024 under our Contract in **Stanadyne India Pvt Ltd.** on the following terms and conditions.

NATURE OF WORK

1. The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on the merits of your performances.

2. Your overall responsibility would cover output quality, discipline and other allied matters of work assigned to you by your superiors from time to time to the best of your ability and skills.

3. Your nature of work and designation are liable to be changed as and when required by the Management without necessarily assigning any reason and you shall on receipt of such orders act accordingly with immediate effect.

PROBATION

4. You will be on probation for a period of **12 months.** Your progress will be reviewed periodically and your absorption in our company on a regular basis will depend on the progress made by you. The management reserves the right of extending your probation in our company and the decision of the management in this regard will be final and binding on you.

PLACE OF WORK AND TRANSFER

5. Your present place of work is STANADYNE INDIA PVT LTD, ARANVOYAL, TIRUVALLUR-602025

6. You are liable to be transferred to any other department at the discretion of the Management.

CONFLICT OF INTEREST

7. You shall always devote the whole of your time and services to the duties allotted to you and you shall not without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly in any other business or employment.

8. Non-adherence to this condition would amount to willful suppression of facts and breach of contract, and shall entail termination of your services.

R.K. ENTER PRISES

No.39, Ambedkar Street, Aranvoyal Village, Thiruvallur • 602 025.
Ph : 044 • 2762 0277 Mob : +91 99401 03702
Email : md.rkenterprises@gmail.com

TERMINATION OF SERVICES

9. Either party may terminate the service by giving **one-month** notice to the other or salary in lieu of such notice

10. In case at any time the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information, the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof .

11. You will abide by the rules and regulations made by the Company as are in force or as may be introduced or amended or extended from time to time.

12. Your services can be terminated without notice or salary in lieu of notice at the discretion of the management if it is found that you have violated the model standing laws in force or lost confidence of the management.

GENERAL

13. During the period of your employment or thereaf ter at any time, you shall not disclose, divulge or communicate to any person or persons whatsoever information or secret relating to any trade or business of the Company you may have acquired as an employee of the Company.

14. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

15. You shall be responsible for safe keeping and returning the property of the Company under your custody, If misused or lead to damage, the cost of the property may be recovered from your salary.

16. Any change in your residential address should be notified ill writing to the Company immediately. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.

17. If required you are liable for medical check-up at all times by a Registered Medical Practitioner of the Management's choice. The Management may terminate your employment if you are found to be unfit physically or otherwise.

If the above terms and conditions of employment are acceptable to you, kindly return the duplicate copy of this letter duly signed as a token of your acceptance.

I hereby accept the above Terms and Conditions

Signature Date : 09.03.2024

We welcome you to our organization and look forward to a long and mutual beneficial association with us.

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. JOHN WESLY . S

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

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www.ilmindia.com • www.ilm-india.com

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

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www.ilmindia.com • www.ilm-india.com

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
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SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

KATHIRVEL.S,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of EXAM. For that Insurance Basic training you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - TRAINING payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs.1,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.

BRANCH HEAD,

SURETI INSURANCE MARKETING (P) LTD CBE-08

OFFICIAL SEAL

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. KISHORE SATHYAMOORTHY

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

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b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

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We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

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Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

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Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

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4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

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25-03-2024

Letter of Appointment

Dear Manivannan RM,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

You will get salary on the basis of work itself, not on the basis of duties and responsibilities.

Work will change, according to those duties and responsibilities also changes, that will informed through mail.

Your normal working hours will be 54 hours ‘per week, to be worked Monday to Saturday.
If company suggests at times, you are requested to work on holidays also.



DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
- Directing system testing and validation procedures.
- Directing software programming and documentation development.
- Consulting with departments or customers on project status and proposals.
- Working with customers or departments on technical issues including software system design and maintenance.
- Analyzing information to recommend and plan the installation of new systems or modifications of an existing system.
- Consulting with engineering staff to evaluate software hardware interfaces and develop specifications and performance requirements.
- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

ALTOS Technologies

4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

Manivannan RM

TOP
FRESHERS

Dear Mr. P.MATHAVARAJ **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

Composite Structures Australia

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear MOHAMED VASIPU,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to perform mechanical design and analysis duties.

The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

Please confirm your acceptance of this offer by email

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

Composite Structures Australia

Composite Structures Australia

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear NAGA SUDHARSAN,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

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The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

Please confirm your acceptance of this offer by email

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear NAVAJEEVANRAM G G,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to perform mechanical design and analysis duties.

The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

Composite Structures Australia

SURETI INSURANCE MARKETING PVT.LTD

OFFER LETTER

TO **12.02.2024**

NAVEEN C,

We are happy to issue the career program letter. You will be appointed as a sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

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A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (2 LAKH 40 THOUSAND P.A INCL. BONUSES)
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4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development
.

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills. Corporate Working Culture.
E)	**Stipend**	:	Rs. 7,500/- (only on achievement target)

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.

BRANCH HEAD,

SURETI INSURANCE MARKETING (P) LTD CBE-08

OFFICIAL SEAL

25-03-2024

Letter of Appointment

Dear Rajappa V,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

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Work will change, according to those duties and responsibilities also changes, that will informed through mail.

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DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
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- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

ALTOS Technologies

4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

ALTOS TECHNOLOGIES KOCHI 682 042

Rajappa V

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **NAVEEN KUMAR**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Composite Structures Australia

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear REVANTH SHIVA P S,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to perform mechanical design and analysis duties.

The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

Please confirm your acceptance of this offer by email

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

Composite Structures Australia

TOP
FRESHERS

Dear Mr. R. RUPAN RICHARDS RAJ **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

Ref Code: CI / 2023-2024 / 2323 *ILM / F / 45 / 1.6*

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Mr. SIVA SANKAR.M

Date: 06-02-2024

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English" under** ILM'S Educate India Internship programme for the academic year June / July 2023 to February / March 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2024. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).

2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the** following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part – 1

1. You will be paid 4,92,000/- (Rupees Four Lakhs Ninety Two Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part – 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.

2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.

3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of **training in the name of "Campus Guide (P) Ltd".**

You are required to send us your acceptance letter of the above terms and conditions on or before 15-03-2024 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 – 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 15-03-2024, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director – Administration

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com
www.ilmindia.com • www.ilm-india.com

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: SHL1284

28 March 2024

Dear **SRIRAM L**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Training Date: **1 July 2024 to 10 July 2024**
On Job Training Start Date: **11 July 2024**
On Job Training End Date: **11 October 2024**

Location of Training: Bangalore
Stipend: INR **33334** Per Month
Incentives : INR **10000** Per Month
Pre - Placement Offer **:- 5,20,008 LPA**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 July 2024.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ The 10 days of Training period is considered unpaid.

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Incase of failure to reach the aforementioned targets, the management has rights to redefine terms of the employment on case to case basis, redefining might include, extension of training period, decrease in targets and stipends, termination.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

Please indicate your acceptance of this offer by signing below.
We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:
{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

25-03-2024

Letter of Appointment

Dear Sudesh k,

Thank you for exploring career opportunities with ALTOS TECHNOLOGIES. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Developer by virtue of the interview and further discussions with us effective from 01-06-2024.

If any delay in your work your salary will be cut off and if the work is delayed, the duration of the probation will be extended.

The company will offer you a starting salary of Rs.41,600/- per Month based on your performance in the said period.

Works are provided to you on the basis of requirements, you have to handover all the works on month end, if any delays were occur, and salary will be credited according to that.

You will get salary on the basis of work itself, not on the basis of duties and responsibilities.

Work will change, according to those duties and responsibilities also changes, that will informed through mail.

Your normal working hours will be 54 hours ‘per week, to be worked Monday to Saturday.
If company suggests at times, you are requested to work on holidays also.



ALTOS Technologies

DUTIES AND RESPONSIBILITIES

- Modifying software to fix errors, adapt it to new hardware, improve its performance, or upgrade interfaces.
- Directing system testing and validation procedures.
- Directing software programming and documentation development.
- Consulting with departments or customers on project status and proposals.
- Working with customers or departments on technical issues including software system design and maintenance.
- Analyzing information to recommend and plan the installation of new systems or modifications of an existing system.
- Consulting with engineering staff to evaluate software hardware interfaces and develop specifications and performance requirements.
- Designing and developing software systems using scientific analysis and mathematical models to predict and measure outcomes and design consequences.
- Preparing reports on programming project specifications, activities, or status.
- Conferring with project managers to obtain information on limitations or capabilities.
- Develop and implement new software programs
- Maintain and improve the performance of existing software
- Clearly and regularly communicate with management and technical support colleagues
- Design and update software database
- Test and maintain software products to ensure strong functionality and optimization
- Recommend improvements to existing software programs as necessary

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

- Work with developers to design algorithms and flowcharts
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Talking through requirements with clients
- Testing software and fixing problems
- Maintaining systems once they're up and running
- Being a part of technical designing
- Integrate software components
- Producing efficient codes
- Writing program codes for reference and reporting
- Analyze user requirements
- Create innovative, scalable, fault-tolerant software solutions for our clients and customer base.

ALTOS Technologies

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

TERMS AND CONDITIONS

1. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with ALTOS TECHNOLOHIES you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of ALTOS TECHNOLOGIES and its clients which may be revealed to you by ALTOS TECHNOLOGIES or which may in the course of your engagement with ALTOS TECHNOLOGIES come your possession or knowledge unless specifically authorized to do so in writing by ALTOS TECHNOLOGIES. This Confidentiality Clause shall survive the termination or earliest determination of this Appointment.

2. Notice period

The notice period for resigning from the job is 2 months, on your relieve, you have to complete and submit all the assigned work properly, unless you have to pay the compensation.

3. Compliance to all clauses

The Company has the rights to terminate you from the job immediately at any time for genuine reasons like misbehavior, malpractices, spy works, lack of performances in work, and illegal activities and so on. If you are terminated for a valid reason, you will not be paid the salary for that month. The company will take that as compensation.

ALTOS Technologies

4. Relocation

lf company suggests at times, you are requested to relocate to other job locations also.

5. Leave

You are entitled for 12 days leave for each 12 months continued service.

6. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per ALTOS TECHNOLOGIES

ALTOS TECHNOLOGIES KOCHI 682 042

ALTOS Technologies

Withdrawal of Offer

If you fail to accept the offer from ALTOS TECHNOLOGIES within 5 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

We look forward to you having a long and fruitful relationship with ALTOS Technologies.

For ALTOS technologies

ROJA JOYSON
HR EXECUTIVE

Yours Sincerely,

Sudesh k

TOP
FRESHERS

Dear Mr. SURENDHAR KRISHNASAMY **Date: 08th Jan 2024**

Sub: Offer Letter

Thank you for exploring career opportunities with Top Freshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Top freshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 20000 per month**. After successful completion of the internship period, your compensation will be **Rs 4,92,000 -Rs 5,04,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Top Freshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat,or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,



Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name:
Date:

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear P.VIGNESH,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to perform mechanical design and analysis duties.

The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

Please confirm your acceptance of this offer by email

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

Composite Structures Australia

Composite Structures Australia

23 Mebbin St,

Pimpama, Qld 4209

E: info@csaengineering.com.au

www.csaengineering.com.au

P: 0452 293 355

02/12/2023

OFFER OF EMPLOYMENT

Dear VIGNESHWAR,

We are pleased to offer you full-time position of Mechanical Design Engineer at CSA Engineering with a start date or 15th July 2024. You will be reporting directly to Mithil Darpe via online conferencing. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to perform mechanical design and analysis duties.

The monthly salary for this position is 42,000 INR to be paid on a monthly basis.

Your employment is on a permanent basis after probation of 2 months.

Please confirm your acceptance of this offer by email

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Noel Singh

CSA Engineering
Managing Director

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. BALAJI.B,
S/o. Mr. BALASUPRAMANIYAN.G,
3/356, VOIMEDU WEST,
VEDARANYAM (TK),
NAGAPATTINAM (DT) – 614714.

Dear Mr. BALAJI.B,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. V.Deepan Raj,
S/o. Mr.V.Venkadachalam,
South Street, Athandamaruthur,
Thirukovilur Taluk
Kallakurichi– 603805.

Dear Mr.V.Deepan Raj,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. Nandagopal M,
S/o. Mr.M.Murugan,
NO: 6,Pasumai Nagar,
Bagalur road,
Hosur– 635 109.

Dear Mr.Nandagopal M,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

Coimbatore
641 011

Dear **Yugan R,**

4th May 2024

CAREER OFFER

CONGRATULATIONS!

With reference to your application for a Career at HEMA's ENTERPRISES PVT LTD and our subsequent discussions, we are delighted to offer you the full-time position of **Technical Officer** with a Starting Annual Compensation (CTC) of **Rs.5,02,000/- (Indian Rupees Five lakhs two thousand only).** The anticipated start date of engagement, commencing with on-boarding shall be **6th May 2024** at 9am.

This offer is contingent upon your successful completion of pre-on boarding processes including antecedent check and document verification. As an employee of HEPL, you will have access to our Comprehensive Benefits Program, details of which are attached along with Salary breakup for your reference in the Annexure.

During your employment your services may be terminated at anytime by either party giving 45 days notice in writing or gross pay equivalent in lieu of the notice. Management shall have discretion to insist upon serving such notice or to accept notice pay in lieu of notice period.

You may reach out to the following for addressing any of your queries or concerns.

Interface/Point Of Contact	Name	Official Email Id
Reporting Person	Sathish S	ssathish@cavinkare.com
Onboarding Buddy	Pretha	Pretha.P@Hepl.Com

We look forward to hearing from you and hope to see you onboard soon!

For HEMA's ENTERPRISES PVT LTD

RAMESHPR

HR-HEAD

Annexure1: LIST OF DOCUMENTS TO BE SHARED WITH PRE-ONBOARDING TEAM
Annexure2: DETAILS OF OFFER COMPENSATION & BENEFITS

ANNEXURE1

LIST OF DOCUMENTS TO BE SHARED WITH ONBOARDING TEAM

(Prior to Anticipated Start Date)

You are required to furnish copies and originals of the following documents on the date of joining:

1. Qualification (Graduation, Post Graduation,Professional etc.)
2. Date of Birth (Birth Certificate or 10th Std. marksheet)
3. Experience (Any document pertaining to previous employments e.g. Service Certificate)
4. Last compensation package (Form16, salary slip or annual pay revision letter)
5. Relieving Letter
6. Blood group proof (Medical certificate or blood donation card)
7. PAN Card & Aadhaar Card
8. Driving License/Voters ID/PAN Card/Passport for ID Proof
9. Cancelled Cheque Leaf

ANNEXURE 2
DETAILS OF OFFER COMPENSATION & BENEFITS

Name:	Yugan R	**Band:**	Band 7
Department:	Production	**Grade:**	7B
BU:	HEPL	**Date of joining:**	06-05-2024
Location:	Kanchipuram	**CTC proposed:**	5,02,000
COMPONENTS		**PM**	**PA**
MONTHLY(A)			
Base Pay		20,833	2,50,000
House Rent Allowance		8,333	1,00,000
Special Allowance		6,000	72,000
Gross Salary(A)		**35,166**	**4,22,000**
VARIABLE(B)			
Bonus (Annual Payout)		1,000	12,000
		1,000	**12,000**
RETIRALS(C)			
Provident Fund (Employer Contribution)		2,500	30,000
ESIC(Employer Contribution)		1,000	12,000
Gratuity		1,000	12,000
		4,500	**54,000**
Cost to Company(A+B+C)		**40,666**	**5,02,000**
Provident Fund (Employee Contribution)		2,500	30,000
ESIC(Employee Contribution)		230	2,760
Pro. Tax		250	3,000
Take Home		**32,186**	**3,86,240**
Personal Accident Policy		**500000**	
Term Insurance		**500000**	

Offer Letter - SCIENTEX

7 messages

Gowthami Vishal <hr@scientexmedtech.com> Fri, 23 Feb, 2024 at 1:50 pm
To: yuvaraj7721@gmail.com
Cc: thambiraj@scientexmedtech.com, balaji@scientexmedtech.com, nivedha.bme@hicet.ac.in, BME HOD BME <bmehod@hicet.ac.in>

Dear Yuvaraj V**,**

We are happy to welcome you into the fold of **SCIENTEX** family.

We are pleased to offer you a position as "**Scientific Program Trainee**" and the work location will be in Chennai. You are requested to join us on **04 MAR 2024**

We are glad to offer a monthly gross salary of **Rs. 18000** for the training period. Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **SCIENTEX MEDTECH PRIVATE LIMITED**, RR TOWER 4,A-16 & A-17,Ground Floor,T.V.K. Industrial Estate,Guindy,Chennai-600 032 .

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organisation. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

-
Gowthami Vishal
HR Manager
Scientex Medtech Pvt Ltd

[Quoted text hidden]

Gmail Kaushik <akaushik119@gmail.com>

Offer letter- ABC Fruits Pvt Ltd

Dinesh Kumar <dineshkumar.subramani@abcfruits.net> Tue, 23 April at 14:53
To: akaushik119@gmail.com <akaushik119@gmail.com>
Cc: <fthod@hicet.ac.in>, <dillwyn.ft@hicet.ac.in>

Dear Kaushik A,

We are happy to welcome you into the fold of **ABC Fruits Pvt, Ltd.,** family.

We are pleased to offer you a position as "**Quality Control Trainee**" and the work location will be in Bargur Plant. You are requested to join us on **01 MAY 2024**

We are glad to offer a monthly gross salary of Rs. **Rs.41,000.** Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **ABC FRUITS PRIVATE LIMITED**, Bengaluru - Chennai Hwy, Bargur, Tamil Nadu 635104.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organization. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

[Quoted text hidden]

CHITRA'M
CRAFT CHOCOLATES

DND FOODS

PROP: DR. ARUN VISWANATHAN S K

Infusions
CHOCOLATE REDEFINED

20th April, 2024

To

Mohamed Ibrahim

1/177, North Street,

Ammapattinam,

Manamelkudi, TamilNadu

OFFER FOR EMPLOYMENT

Dear Mohamed Ibrahim,

We are excited to offer you a full-time position at DnD Foods, reporting directly to our Head of Production, Rajakumari. Based on your interviews, we look forward to seeing how you will take our Company and brand to the next level.

As per your conversation with Dr. Arun Viswanathan, we'd like to offer you an annual starting salary of INR 4,93,000 paid out on a monthly basis via direct deposit in addition to food and accommodation.

You will be on probation for 6 months with salary of INR 2,40,000 and your retention post probation and salary revision will be based on our assessment of your performance during probation.

You will be provided training and exposure in Store Management, Customer Handling, Hot kitchen, Bakery & Confectionery, Bean-to-bar chocolate making, a part in running a Bean-to-bar academy and all our upcoming projects in line.

If you decide to accept this role, your anticipated start date will be 1st june, 2024 at our store at 7, Red Buildings, Sathyamoorthy Road, Ramnagar, Coimbatore 641 009. You will be expected to work 6 days per week, with one day off from 11:00 AM to 11:00 PM with a break of 2 hours in between.

To accept this offer, please email me at finance.dndfoods@gmail.com by 5th May, 2024, and I will get you started with the rest of the onboarding process.

We are excited about the possibility of you joining DnD Foods! If you have any questions, please contact me directly via phone or email.

Best regards,



Guhapriya Visweswaran
Head of Operations & Finance
DnD Foods
+91 7200772255
finance.dnd@gmail.com

HR/2024- HR-6-4 03/05/2024

Mr. Mohamed Hashir K A

Karuveetil (H),
Punnayur (P.o),
Vadakkekad,
Thrissur, India

OFFER OF EMPLOYMENT

Dear Mr. Mohamed Hashir K A,

Subsequent to the interview you had with us, we **ABAD FISHERIES PRIVATE LIMITED** have pleasure in Offering you employment to serve as probationer as per the terms and conditions as given below.

DESIGNATION	: **TRAINEE**
GRADE	: **E-1**
DEPARTMENT	: **QUALITY**
DIVISION	: **ABAD FOODS**
REGION	: **KOCHI**

Kindly note the Following

1. Your Compensation details are as mentioned in **Annexure A.**
2. Details of the Documents to be submitted on Joining are attached in **Annexure B.**
3. Your appointment will be for a period of **one year** of Probation with a pay of **2.06 LPA CTC**. The confirmation thereafter will be the discretion of the Management with a pay of **4.97 LPA CTC.**
4. You shall perform the duties assigned to you from time to time diligently and earnestly and shall not undertake any other employment or Occupation or agency work during the training or employment period.
5. You should join duties at the latest by **10th MAY 2024**.In case you do not communicate your acceptance offer within four days of receipt of the Offer or/ and do not join duties on or before the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the group, in writing.

6. Your employment is subject to a probationary period as stated above. Moreover the Management can terminate your appointment as a probationer at any time during the probationary period or during the extended period of Probation without Notice or payment in lieu of Notice and without assigning any reason.
7. If you wish to resign from service early, you may do so by giving 30 days Notice of Resignation in writing and clearing of all dues. This is a binding Obligation resting on you under **ABAD FISHERIES PVT LTD** service conditions, breach of which will compel the management not to relieve you from Service, besides initiating against you such other actions, including legal, as deemed fit and necessary.
8. Your Service is liable to be transferred or assigned from one department to another department or to branch depending on work requirement.
9. Kindly sign on all sheets of the Offer Letter as your acceptance of the Offer and the terms of Employment as mentioned.
10. Your Appointment is subject to positive credential verification and, if any of the professional/personal credentials submitted by you during the time of employment is proved to be false during the period of employment, the Company reserves the right to terminate your services without any notice or Salary in lieu of.
11. You will have to undergo a pre employment medical checkup organized by the company in order to ensure your medical fitness for carrying out the assigned job.

For Abad Fisheries Private Limited

Neethu S Kandathil
Senior Manager HR

I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature

Annexure – A

SALARY BREAK UP		
Designation :	**TRAINEE - QUALITY**	
Location :	**KOCHI**	
Grade :	**E-1**	
Salary Components	**Per Month**	**Per Annum**
Basic Pay	9,490	1,13,880
Dearness Allowance	3,120	37,440
HRA	501	6,012
Conveyance	501	6,012
A. Gross Earnings	**13,612**	**1,63,344**
B. Deductions		
PF Contribution Employee*	1,513	18,158
ESI Contribution Employee	98	1,180
Professional Tax*	0	0
TDS*	0	0
Total Deductions	1,612	19,338
Net Salary(A-B)	**12,000**	**1,44,006**
C. Allowances		
PF Contribution Employer*	1,513	18,158
ESI Contribution Employer	426	5,113
Statutory Bonus*		12,800
Gratuity*		7,275
Total CTC (A+C)	**17,224**	**2,06,691**

****Other Benefits-**

1. Pf*- Employees having Basic + DA below 15000 is covered under PF from date of joining onwards. Employees whose Basic + DA is above 15000 and currently he/she is not a member of EPFO(either closed or not registered) then PF will be covered after confirmation and it is a discretion of management.

2. Professional Tax*- Professional tax deduction may vary depends on the location and salary slab.

3. TDS*- TDS is calculated as per the IT norms and the employees share will be deducted from the salary. Employees drawing salary above 300,000/ annum must provide investment plans under 80 C to Accounts department in order to avail the tax exemption as per IT norms. Failing to provide the investment plans will be treated as default and the full tax amount will be calculated and deducted from the salary.

4. Medical Insurance*- Employees not covered under ESI are eligible for Medical Insurance and the same will be provided to employees only after confirmation. Management will bear 50% or 7500 of the Premium which ever less and rest amount will be deducted from employees as equal contributions.

5. Statutory Bonus*- Statutory bonus governed by the Payment of Bonus Act, 1965 and may vary subject to the annual percentage decided by the management.

6. Gratuity*- Gratuity will be governed by the Payment of Gratuity Act, 1972, which is payable after 5 years of continuous service with the organization. Approx Half Month Salary (Basic +DA) per year.

7. Variable Allowance*- Variable Allowance will be paid in addition to the offered salary Based on the performance matrix.

****Note**

- All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

For Abad Fisheries Private Limited

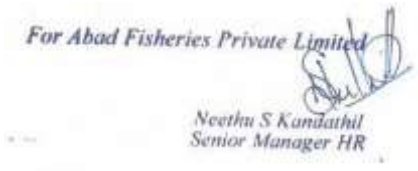
Neethu S Kandathil
Senior Manager HR

I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature

Annexure- B

Documents to be submitted for Joining

1. Copy of ID and Address Proof (Passport/Voters ID Card/Aadhar Card/Driving License etc.)
2. Copy of Age Proof (SSLC Book)
3. Copy of PAN Card (If available)
4. Copy of Certificates of Highest Educational Qualification & All semester Mark list
5. ESIC & UAN (PF) Number if Applicable
6. Relieving Letter from previous employer
7. Copy of Last drawn pay slip
8. 4 Passport size recent photographs
9. Bank Account passbook and details (Any Nationalized Bank)
10. Police Clearance Certificate
11. Vaccination certificate (Covid-19)



I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature:

HR/2024- HR-6-5 03/05/2024

Mr. Mohammed Nasih Husain

Puthuvadathayil House,
Kottappadi (P.o), Pillakkade
Thrissur, Kerala

OFFER OF EMPLOYMENT

Dear Mr. Mohammed Nasih Husain,

Subsequent to the interview you had with us, we **ABAD FISHERIES PRIVATE LIMITED** have pleasure in Offering you employment to serve as probationer as per the terms and conditions as given below.

DESIGNATION	**: TRAINEE**
GRADE	**: E-1**
DEPARTMENT	**: QUALITY**
DIVISION	**: ABAD FOODS**
REGION	**: KOCHI**

Kindly note the Following

1. Your Compensation details are as mentioned in **Annexure A.**
2. Details of the Documents to be submitted on Joining are attached in **Annexure B.**
3. Your appointment will be for a period of **one year** of Probation with a pay of **2.06 LPA CTC**. The confirmation thereafter will be the discretion of the Management with a pay of **4.97 LPA CTC.**
4. You shall perform the duties assigned to you from time to time diligently and earnestly and shall not undertake any other employment or Occupation or agency work during the training or employment period.
5. You should join duties at the latest by **10th MAY 2024**.In case you do not communicate your acceptance offer within four days of receipt of the Offer or/ and do not join duties on or before the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the group, in writing.

6. Your employment is subject to a probationary period as stated above. Moreover the Management can terminate your appointment as a probationer at any time during the probationary period or during the extended period of Probation without Notice or payment in lieu of Notice and without assigning any reason.
7. If you wish to resign from service early, you may do so by giving 30 days Notice of Resignation in writing and clearing of all dues. This is a binding Obligation resting on you under **ABAD FISHERIES PVT LTD** service conditions, breach of which will compel the management not to relieve you from Service, besides initiating against you such other actions, including legal, as deemed fit and necessary.
8. Your Service is liable to be transferred or assigned from one department to another department or to branch depending on work requirement.
9. Kindly sign on all sheets of the Offer Letter as your acceptance of the Offer and the terms of Employment as mentioned.
10. Your Appointment is subject to positive credential verification and, if any of the professional/personal credentials submitted by you during the time of employment is proved to be false during the period of employment, the Company reserves the right to terminate your services without any notice or Salary in lieu of.
11. You will have to undergo a pre employment medical checkup organized by the company in order to ensure your medical fitness for carrying out the assigned job.

For Abad Fisheries Private Limited

Neethu S Kandathil
Senior Manager HR

I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature

Annexure – A

SALARY BREAK UP		
Designation :	**TRAINEE - QUALITY**	
Location :	**KOCHI**	
Grade :	**E-1**	
Salary Components	**Per Month**	**Per Annum**
Basic Pay	9,490	1,13,880
Dearness Allowance	3,120	37,440
HRA	501	6,012
Conveyance	501	6,012
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B. Deductions		
PF Contribution Employee*	1,513	18,158
ESI Contribution Employee	98	1,180
Professional Tax*	0	0
TDS*	0	0
Total Deductions	1,612	19,338
Net Salary(A-B)	**12,000**	**1,44,006**
C. Allowances		
PF Contribution Employer*	1,513	18,158
ESI Contribution Employer	426	5,113
Statutory Bonus*		12,800
Gratuity*		7,275
Total CTC (A+C)	**17,224**	**2,06,691**

**Other Benefits-

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2. Professional Tax*- Professional tax deduction may vary depends on the location and salary slab.

3. TDS*- TDS is calculated as per the IT norms and the employees share will be deducted from the salary. Employees drawing salary above 300,000/ annum must provide investment plans under 80 C to Accounts department in order to avail the tax exemption as per IT norms. Failing to provide the investment plans will be treated as default and the full tax amount will be calculated and deducted from the salary.

4. Medical Insurance*- Employees not covered under ESI are eligible for Medical Insurance and the same will be provided to employees only after confirmation. Management will bear 50% or 7500 of the Premium which ever less and rest amount will be deducted from employees as equal contributions.

5. Statutory Bonus*- Statutory bonus governed by the Payment of Bonus Act, 1965 and may vary subject to the annual percentage decided by the management.

6. Gratuity*- Gratuity will be governed by the Payment of Gratuity Act, 1972, which is payable after 5 years of continuous service with the organization. Approx Half Month Salary (Basic +DA) per year.

7. Variable Allowance*- Variable Allowance will be paid in addition to the offered salary Based on the performance matrix.

**Note

- All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

For Abad Fisheries Private Limited

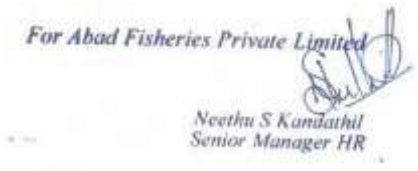
Neethu S Kandathil
Senior Manager HR

I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature

Annexure- B

Documents to be submitted for Joining

1. Copy of ID and Address Proof (Passport/Voters ID Card/Aadhar Card/Driving License etc.)
2. Copy of Age Proof (SSLC Book)
3. Copy of PAN Card (If available)
4. Copy of Certificates of Highest Educational Qualification & All semester Mark list
5. ESIC & UAN (PF) Number if Applicable
6. Relieving Letter from previous employer
7. Copy of Last drawn pay slip
8. 4 Passport size recent photographs
9. Bank Account passbook and details (Any Nationalized Bank)
10. Police Clearance Certificate
11. Vaccination certificate (Covid-19)



I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature:

Ref: HR/Offer/04/2024

29th January 2024

To
Mr. Abdhu Rahoof,
Mullapullikattil (H)
Ayinichode, Nannamukku (Po)

Dear Mr. Abdhu Rahoof,

I am pleased to extend an offer for the position of **Quality Control Trainee** at **Benny Foods (Boom Ice-cream)**. We are excited to have you join our team and look forward to the valuable contributions you will bring to our organization.

Your monthly stipend will be Rs. 15,000/- (Rs. Fifteen Thousand). Your joining date will be **19th February 2024**. You will be on training for a period of three months from the date of joining duty. On completion of this training if you are found suitable for appointment you will be posted at our Ramanathapuram factory.

Job Responsibilities:

As a Quality Control Trainee, your primary responsibilities will include but are not limited to:

- Assisting in the development and implementation of quality control procedures.
- Conducting tests and inspections of products to ensure they meet quality standards.
- Documenting and reporting any issues or discrepancies found during quality control checks.
- Collaborating with the production team to ensure continuous improvement in product quality.

Conditions of Employment:

- You will be required to sign a non-disclosure agreement to protect our proprietary information.
- You must adhere to all company policies and procedures as outlined in the employee handbook.

Please note that this offer is contingent upon the successful completion of reference checks and any other pre-employment requirements.

To accept this offer, please sign and return a copy of this letter by 17th February 2024.

We are delighted to have you on board and believe you will be an excellent addition to our team.

Welcome to Benny Foods (Boom Ice-cream)!

Sincerely,

Godwin. G.

Mr. G. Godwin Berlin Dass
Proprietor
Benny Foods (Boom Ice-cream)

Acceptance of Offer:

I, **Abdhu Rahoof**, accept the offer of employment with Benny Foods (Boom Ice-cream) as a Quality Control Trainee under the terms outlined in this letter.

Signature: Ra.

Date: 14.02.2024

Intersnack

Date: 23rd February 2024

To

Name: **Mr. Abdul Kalam M**
Address 1: 24, Allah Pitchai Street,
Address 1: Kamuthi, Ramanathapuram.
Mobile No: 6369088604
Email ID: abdulkalamm002@gmail.com

Dear Mr. Abdul Kalam M,

We are pleased to offer you an employment at Intersnack Cashew India Private Ltd at Quality from March 2024. You are advised to complete the task under the direct supervision of Mrs. Shanmugavadivu, Quality Manager, of our organization.

Your job timing will be from 9 A.M. to 05.30 P.M. Regularity is expected during your tenure at this organization.

You will be paid a consolidated payment of Rs 40,900/-per month.

Best Regards,

For Intersnack Cashew India Private Limited,



Ramapriyan N
(Finance Director)

Camerry
ICE CREAM

05/01/2024

Abhay Joseph Roy
Kochupurayil House,
Chunda P O,
Kannur – 670511.

Dear Abhay Joseph Roy,

With reference to your application for employment and subsequent interviews you had with us recently, we are pleased to appoint you as **"QC Trainee"** for *Nutricreams Private Limited.*

Your monthly stipend will be Rs. 10,000/- (Rs. Ten Thousand) for three months. Your joining date will be 26-01-2024. You will be on training for a period of three months from the date of joining duty. The management, however, will have the right of extending the training period, if found necessary. On completion of this training if you are found suitable for appointment you will be posted either at our Perumbavoor factory or Vazhakkulam factory.

We welcome you to our world of opportunities and wish you a bright and prosperous career with us.

To accept this offer, please return the duplicate of this letter, duly signed in token of acceptance.

for Nutricreams Private Limited

M E Varghese

Director

I accept the offer of employment

Signed by: **Abhay Joseph Roy**

KWALITY MILK FOODS LIMITED
SALARY DETAILS

NAME: ABHISHEK
DESIGNATION:TECHNICAL OFFICER

COST TO COMPANY		
DESCRIPTION	**RATE**	**AMOUNT**
BASIC		13000
HRA		6500
CONVEYANCE		4910
TOTAL		**24410**
PF	12%	1560
ADMIN PF	1.00%	130
BONUS/ANUAL PERFORMANCE INCENTIVE		1400
GRATUITY ON BASIC	5.76%	749
TOTAL COST TO COMPANY		**28249**

TAKE HOME PAY		
DESCRIPTION	**RATE**	**AMOUNT**
BASIC		13000
HRA		6500
CONVEYANCE		4910
TOTAL		**24410**
Less: EPF DEDUCTION ON BASIC	12%	1560
TOTAL TAKE HOME PAY		**22850**

NOTE:

In addition to the above,you will be eligible for the following:

1)The probation period is one year. During the probation period, your services can be terminated on either side by giving one month Notice period on either side.

2)The Notice period after one year shall be two months on either side or two months basic salary in lieu of it.

3) Performance Incentive & Experience Certificate will be given to only those with who gives sufficient notice as per agreement with the company.

4) You can be transferred to any where in india or any department of the company.

Date : 19/06/2024

Camerry
ICE CREAM

05/01/2024

Afrah Sultana Nisham
Williams,Orumanyoor,
Chavakkad,
Thrissur.

Dear Afrah Sultana Nisham,

With reference to your application for employment and subsequent interviews you had with us recently, we are pleased to appoint you as **"QC Trainee"** for *Nutricreams Private Limited.*

Your monthly stipend will be Rs. 10,000/- (Rs. Ten Thousand) for three months. Your joining date will be 26-01-2024. You will be on training for a period of three months from the date of joining duty. The management, however, will have the right of extending the training period, if found necessary. On completion of this training if you are found suitable for appointment you will be posted either at our Perumbavoor factory or Vazhakkulam factory.

We welcome you to our world of opportunities and wish you a bright and prosperous career with us.

To accept this offer, please return the duplicate of this letter, duly signed in token of acceptance.

for Nutricreams Private Limited
M E Varghese

Director

I accept the offer of employment

Signed by: **Afrah Sultana Nisham**

HR/2024- HR-6-3 03/05/2024

Mr. AJMAL SADHIKH KK

Kulakkunnath House,
Manthadam, Alamcode (P.o),
Malappuram, Kerala

OFFER OF EMPLOYMENT

Dear Mr. AJMAL SADHIKH KK,

Subsequent to the interview you had with us, we **ABAD FISHERIES PRIVATE LIMITED** have pleasure in Offering you employment to serve as probationer as per the terms and conditions as given below.

DESIGNATION	**: TRAINEE**
GRADE	**: E-1**
DEPARTMENT	**: QUALITY**
DIVISION	**: ABAD FOODS**
REGION	**: KOCHI**

Kindly note the Following

1. Your Compensation details are as mentioned in **Annexure A.**
2. Details of the Documents to be submitted on Joining are attached in **Annexure B.**
3. Your appointment will be for a period of **one year** of Probation with a pay of **2.06 LPA CTC**. The confirmation thereafter will be the discretion of the Management with a pay of **4.97 LPA CTC.**
4. You shall perform the duties assigned to you from time to time diligently and earnestly and shall not undertake any other employment or Occupation or agency work during the training or employment period.
5. You should join duties at the latest by **10thMAY 2024**. In case you do not communicate your acceptance offer within four days of receipt of the Offer or/ and do not join duties on or before the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the group, in writing.

6. Your employment is subject to a probationary period as stated above. Moreover the Management can terminate your appointment as a probationer at any time during the probationary period or during the extended period of Probation without Notice or payment in lieu of Notice and without assigning any reason.
7. If you wish to resign from service early, you may do so by giving 30 days Notice of Resignation in writing and clearing of all dues. This is a binding Obligation resting on you under **ABAD FISHERIES PVT LTD** service conditions, breach of which will compel the management not to relieve you from Service, besides initiating against you such other actions, including legal, as deemed fit and necessary.
8. Your Service is liable to be transferred or assigned from one department to another department or to branch depending on work requirement.
9. Kindly sign on all sheets of the Offer Letter as your acceptance of the Offer and the terms of Employment as mentioned.
10. Your Appointment is subject to positive credential verification and, if any of the professional/personal credentials submitted by you during the time of employment is proved to be false during the period of employment, the Company reserves the right to terminate your services without any notice or Salary in lieu of.
11. You will have to undergo a pre employment medical checkup organized by the company in order to ensure your medical fitness for carrying out the assigned job.

For Abad Fisheries Private Limited

Neethu S Kandathil
Senior Manager HR

I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature

Annexure – A

SALARY BREAK UP		
Designation :	**TRAINEE - QUALITY**	
Location :	**KOCHI**	
Grade :	**E-1**	
Salary Components	**Per Month**	**Per Annum**
Basic Pay	9,490	1,13,880
Dearness Allowance	3,120	37,440
HRA	501	6,012
Conveyance	501	6,012
A. Gross Earnings	**13,612**	**1,63,344**
B. Deductions		
PF Contribution Employee*	1,513	18,158
ESI Contribution Employee	98	1,180
Professional Tax*	0	0
TDS*	0	0
Total Deductions	1,612	19,338
Net Salary(A-B)	**12,000**	**1,44,006**
C. Allowances		
PF Contribution Employer*	1,513	18,158
ESI Contribution Employer	426	5,113
Statutory Bonus*		12,800
Gratuity*		7,275
Total CTC (A+C)	**17,224**	**2,06,691**

****Other Benefits-**

1. Pf*- Employees having Basic + DA below 15000 is covered under PF from date of joining onwards. Employees whose Basic + DA is above 15000 and currently he/she is not a member of EPFO(either closed or not registered) then PF will be covered after confirmation and it is a discretion of management.

2. Professional Tax*- Professional tax deduction may vary depends on the location and salary slab.

3. TDS*- TDS is calculated as per the IT norms and the employees share will be deducted from the salary. Employees drawing salary above 300,000/ annum must provide investment plans under 80 C to Accounts department in order to avail the tax exemption as per IT norms. Failing to provide the investment plans will be treated as default and the full tax amount will be calculated and deducted from the salary.

4. Medical Insurance*- Employees not covered under ESI are eligible for Medical Insurance and the same will be provided to employees only after confirmation. Management will bear 50% or 7500 of the Premium which ever less and rest amount will be deducted from employees as equal contributions.

5. Statutory Bonus*- Statutory bonus governed by the Payment of Bonus Act, 1965 and may vary subject to the annual percentage decided by the management.

6. Gratuity*- Gratuity will be governed by the Payment of Gratuity Act, 1972, which is payable after 5 years of continuous service with the organization. Approx Half Month Salary (Basic +DA) per year.

7. Variable Allowance*- Variable Allowance will be paid in addition to the offered salary Based on the performance matrix.

****Note**

- All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

For Abad Fisheries Private Limited

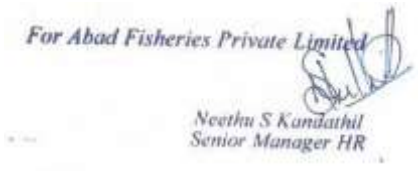
Neethu S Kandathil
Senior Manager HR

I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature

Annexure- B

Documents to be submitted for Joining

1. Copy of ID and Address Proof (Passport/Voters ID Card/Aadhar Card/Driving License etc.)
2. Copy of Age Proof (SSLC Book)
3. Copy of PAN Card (If available)
4. Copy of Certificates of Highest Educational Qualification & All semester Mark list
5. ESIC & UAN (PF) Number if Applicable
6. Relieving Letter from previous employer
7. Copy of Last drawn pay slip
8. 4 Passport size recent photographs
9. Bank Account passbook and details (Any Nationalized Bank)
10. Police Clearance Certificate
11. Vaccination certificate (Covid-19)



I hereby agree and accept the above-mentioned terms and conditions, and I will be joining the Company on..... Signature:

Offer Letter - SCIENTEX

3 messages

Gowthami Vishal <hr@scientexmedtech.com> Fri, 23 Feb, 2024 at 1:42 pm
To: naveensnandhini03@gmail.com
Cc: thambiraj@scientexmedtech.com, balaji@scientexmedtech.com, nivedha.bme@hicet.ac.in, BME HOD BME <bmehod@hicet.ac.in>

Dear AMRITHAA R R,

We are happy to welcome you into the fold of **SCIENTEX** family.

We are pleased to offer you a position as "**Scientific Program Trainee**" and the work location will be in Chennai. You are requested to join us on **04 MAR 2024**

We are glad to offer a monthly gross salary of **Rs. 18000** for the training period. Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **SCIENTEX MEDTECH PRIVATE LIMITED**, RR TOWER 4,A-16 & A-17,Ground Floor,T.V.K. Industrial Estate,Guindy,Chennai-600 032 .

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organisation. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

-
Gowthami Vishal
HR Manager
Scientex Medtech Pvt Ltd

---

naveen nandhini <naveensnandhini03@gmail.com> Sat, 24 Feb, 2024 at 11:13 am
To: Gowthami Vishal <hr@scientexmedtech.com>
Cc: thambiraj@scientexmedtech.com, balaji@scientexmedtech.com, nivedha.bme@hicet.ac.in, BME HOD BME <bmehod@hicet.ac.in>

Thank you for your response and I am with immense pleasure to build my career on your organisation. With response to the mail I accept the offer in my interest.

Thank you
Your's faithfully
Naveen S

---

naveen nandhini <naveensnandhini03@gmail.com> Mon, 26 Feb, 2024 at 12:37 pm
To: fthod@hicet.ac.in <fthod@hicet.ac.in>

[Quoted text hidden]

JUBILANT FOODWORKS
www.jubilantfoodworks.com

Domino's Pizza
Domino's Pizza
www.dominos.co.in
DUNKIN' DONUTS
www.dunkinindia.com
POPEYES
EKDUM!
HONG'S KITCHEN

Date: 15-May-2024

Mr. ANANDHU P
Address- Pazhookkara(H) Payyanad (PO) Manjeri Malappuram.

Dear Mr. ANANDHU P,

This has reference to your request for providing Training in our organization and the subsequent discussions you had with us. We are pleased to engage you as **"GRADUATE APPRENTICE TRAINEE -" under National Apprentice Training Scheme (NATS)** for our Factory on the terms and conditions discussed with you. The Apprentice training period is 1 Year from your date of joining subject to satisfactory performance and conduct.

	Description	Monthly	Qtr. Attendance award and Retention Bonus
A	Monthly Stipend	17000	
B	Living Allowance	1500	
C	Quarterly attendance award	1000	RS-3000/- Attendance award Paid Per Quarter.
D	Yearly Retention Bonus	500	Rs-6000 /-Paid Yearly, In Last Month Stipend after Apprenticeship Completion.
A+B+C+D	**Total Monthly Stipend Cost**	**20000**	
A+B	**Monthly Stipend Cash In hand**	**18500**	

You will be paid a **Monthly Stipend and Allowances** given above during the Training period.
You are advised to report on or before **27-May-2024 at 10:00 AM at** the following address:

Jubilant FoodWorks Limited

Plot-58 Adinarayana Hosahali Doddaballapur Bangalore Rural Karnataka-561203

Please contact at our Factory, for completing the joining formalities.
Please arrange to produce the following documents in original and a photocopy at the time of joining:

1. High School / Sr. Secondary Examination Certificate / Mark sheet.
2. B. Tech, BE Degree and Mark sheet. / any other examination.
3. Aadhar Card and Pan Card.
4. 5 Color passport size photographs.
5. Cancel cheque / Bank Detail.
6. Vaccination certificate with all three doses.

Please note that this is a letter of Intent only, the apprentice needs to get the contract registered with Apprenticeship Advisor.
This offer is valid only if you are found medically fit & join on or before the above mentioned joining date, failing which it shall stand automatically withdrawn.

Thanking You

For Jubilant FoodWork Limited

Amar Deep Yadav

DGM- Human Resources

Gmail

Aravinth <aravinth24@gmail.com>

Offer letter- ABC Fruits Pvt Ltd

Dinesh Kumar <dineshkumar.subramani@abcfruits.net> Tue, 23 April at 14:50
To: aravinth24@gmail.com <aravinth24@gmail.com>
Cc: <fthod@hicet.ac.in>, <dillwyn.ft@hicet.ac.in>

Dear Aravinth S,

We are happy to welcome you into the fold of **ABC Fruits Pvt, Ltd.,** family.

We are pleased to offer you a position as "**Quality Control Trainee**" and the work location will be in Bargur Plant. You are requested to join us on **01 MAY 2024**

We are glad to offer a monthly gross salary of **Rs.41,000.** Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **ABC FRUITS PRIVATE LIMITED**, Bengaluru - Chennai Hwy, Bargur, Tamil Nadu 635104.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organization. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

[Quoted text hidden]

Gmail

S.DILLWYN HICET STAFF FT <dillwyn.ft@hicet.ac.in>

(no subject)

1 message

Deepak <deepakbrunos@gmail.com> 6 July 2024 at 11:06
To: dillwyn.ft@hicet.ac.in

Dear Deepak,

We are happy to offer you employment as assistant—food technologist at Bruno's Pet Foods. We are excited about the opportunity to have you on our team and believe your skills and expertise will be valuable to our organization.

Position: Asst.Food technologist

Terms of Employment:

Probationary Period: 3-6 months
Salary: Your starting salary will be Rs. 10,000 per month.
Appraisal: Your performance and contributions will be regularly evaluated, and any salary adjustments will be based on your work performance, the discussed salary post-probationary period is Rs.15,000 per month.
Minimum Work Period: You are expected to commit to a minimum of 2 years of employment with us.
Leave Policy: There are no paid leaves included in this initial agreement. Any time off should be requested in advance and requires prior permission.
Notice Period: 2 months
Work Hours: Your regular work hours will be from 9:30 AM to 6:30 PM, with a 1-hour break.
Location: On-site - Nanjundapuram, Coimbatore.

Responsibilities:

As an Asst. Food technologist, your role will involve research and development of recipes, assisting in daily plant operation, maintaining and training SOP, QC of the final product following the company's needs and objectives.

Non-Disclosure Agreement:

By joining Bruno's Pet Foods, you agree not to disclose confidential information/materials. I want you to know that you agree to take up the role as a non-disclosure agreement (NDA) between you and the company.

Start Date:

Your start date is 15/06/2024.

Acceptance:

Please reply formally to the email to confirm your acceptance today.

If you have any questions or require further clarification regarding the terms and conditions of this offer, please feel free to contact us

We are glad to have you join our team.

Warm Regards,
Mathi | Founder

20th April, 2024

To

Ms. Dilna Faisal

Karuppamveetil House, North

Orumanyoor,

Chavakkad, Kerala

OFFER FOR EMPLOYMENT

Dear Dilna Faisal,

We are excited to offer you a full-time position at DnD Foods, reporting directly to our Head of Production, Rajakumari. Based on your interviews, we look forward to seeing how you will take our Company and brand to the next level.

As per your conversation with Dr. Arun Viswanathan, we'd like to offer you an annual starting salary of INR 4,93,000 paid out on a monthly basis via direct deposit in addition to food and accommodation.

You will be on probation for 6 months with salary of INR 2,40,000 and your retention post probation and salary revision will be based on our assessment of your performance during probation.

You will be provided training and exposure in Store Management, Customer Handling, Hot kitchen, Bakery & Confectionery, Bean-to-bar chocolate making, a part in running a Bean-to-bar academy and all our upcoming projects in line.

If you decide to accept this role, your anticipated start date will be 1st June, 2024 at our store at 7, Red Buildings, Sathyamoorthy Road, Ramnagar, Coimbatore 641 009. You will be expected to work 6 days per week, with one day off from 11:00 AM to 11:00 PM with a break of 2 hours in between.

To accept this offer, please email me at finance.dndfoods@gmail.com by 5th May, 2024, and I will get you started with the rest of the onboarding process.

We are excited about the possibility of you joining DnD Foods! If you have any questions, please contact me directly via phone or email.

Best regards,



Guhapriya Visweswaran

Head of Operations & Finance

DnD Foods

+91 7200772255

finance.dnd@gmail.com

Intersnack

Date: 23rd February 2024

To

Name: **Ms. Divya Bharathi B**
Address 1: No 42, Devi Illam, Kottaiyur Main Road,
Address 1: Chekkali, Kraikudi.
Mobile No: 9488724393
Email ID: dividivyab@gmail.com

Dear Ms. Divya Bharathi B,

We are pleased to offer you an employment at Intersnack Cashew India Private Ltd at Quality from March 2024. You are advised to complete the task under the direct supervision of Mrs. Shanmugavadivu, Quality Manager, of our organization.

Your job timing will be from 9 A.M. to 05.30 P.M. Regularity is expected during your tenure at this organization.

You will be paid a consolidated payment of Rs 40,900/-per month.

Best Regards,

For Intersnack Cashew India Private Limited,



Ramapriyan N
(Finance Director)

Ref: HR/Offer/05/2024 **29th January 2024**

To
Mr. Ebin Varghese,
Vadakkekutt (H),
Amayamcode Payyanad (P.O),
Manjeri Malappuram.

Dear Mr. Ebin Varghese,

I am pleased to extend an offer for the position of **Quality Control Trainee** at **Benny Foods (Boom Ice-cream)**. We are excited to have you join our team and look forward to the valuable contributions you will bring to our organization.

Your monthly stipend will be Rs. 15,000/- (Rs. Fifteen Thousand). Your joining date will be **19th February 2024**. You will be on training for a period of three months from the date of joining duty. On completion of this training if you are found suitable for appointment you will be posted at our Ramanathapuram factory.

Job Responsibilities:

As a Quality Control Trainee, your primary responsibilities will include but are not limited to:

- Assisting in the development and implementation of quality control procedures.
- Conducting tests and inspections of products to ensure they meet quality standards.
- Documenting and reporting any issues or discrepancies found during quality control checks.
- Collaborating with the production team to ensure continuous improvement in product quality.

Conditions of Employment:

- You will be required to sign a non-disclosure agreement to protect our proprietary information.
- You must adhere to all company policies and procedures as outlined in the employee handbook.

Please note that this offer is contingent upon the successful completion of reference checks and any other pre-employment requirements.

To accept this offer, please sign and return a copy of this letter by 17th February 2024.

We are delighted to have you on board and believe you will be an excellent addition to our team.

Welcome to Benny Foods (Boom Ice-cream)!

Sincerely,

Godwin. G.

Mr. G. Godwin Berlin Dass
Proprietor
Benny Foods (Boom Ice-cream)

Acceptance of Offer:

I, **Ebin Varghese,** accept the offer of employment with Benny Foods (Boom Ice-cream) as a Quality Control Trainee under the terms outlined in this letter.

Signature: _____

Date: 13.02.24

TRULEAF
THE TRUTH TO BE TASTED.

1A-1B Neem Square,
KRG Nagar Main Street,
Ganapathy, Coimbatore,
Tamil Nadu - 641006.

February 06, 2024

To
Mr. Fawzann K P Rahoof
Noorjahan Manzil
Kavunthala. Po Padne,
Kerala

Dear Mr. Fawzann,

Subject: Offer of Employment as Production Trainee

We are pleased to extend an offer of employment to you for the position of **Production Trainee** at **Truleaf Foods Pvt Ltd**. After careful consideration and evaluation, we believe your educational background and skills will be a valuable asset to our team.

Position: Production Trainee
Annual Compensation: ₹1,20,000 (Rupees One Lakh Twenty Thousand only)
Start Date: 19th February 2024
Location: Coimbatore

As a Production Trainee, you will be reporting to Mr. Jonathan Collins (Production Head) and your primary responsibilities will include but are not limited to assisting in production processes, maintaining production equipment, ensuring quality control, and adhering to safety protocols.

This offer is contingent upon the successful completion of any pre-employment requirements, including [background checks, drug tests, etc.], if applicable.

If you accept this offer, please sign and return this letter by 16th February 2024, indicating your acceptance. We look forward to welcoming you to our team and are confident that you will contribute significantly to our company's success.

Welcome to Truleaf Foods Pvt Ltd!

Sincerely,
Ranies Charles,
Executive Director,
Truleaf Foods Pvt Ltd.

Acceptance of Offer

I, Fawzann K P Rahoof, accept the offer of employment with Truleaf Foods Pvt Ltd as a Production Trainee under the terms and conditions stated above. I understand that this employment is contingent upon the completion of all pre-employment requirements.

Signature: _____
Date: 12.02.2024

Ref: HR/Offer/06/2024 **29th January 2024**

To
Mr. Godwin K Jose,
Kidangan (H),
Enamakkal (P.O) Thrissur (DT),
Kerala, 680510.

Dear Mr. Godwin K Jose,

I am pleased to extend an offer for the position of **Quality Control Trainee** at **Benny Foods (Boom Ice-cream)**. We are excited to have you join our team and look forward to the valuable contributions you will bring to our organization.

Your monthly stipend will be Rs. 15,000/- (Rs. Fifteen Thousand). Your joining date will be **19th February 2024**. You will be on training for a period of three months from the date of joining duty. On completion of this training if you are found suitable for appointment you will be posted at our Ramanathapuram factory.

Job Responsibilities:

As a Quality Control Trainee, your primary responsibilities will include but are not limited to:

- Assisting in the development and implementation of quality control procedures.
- Conducting tests and inspections of products to ensure they meet quality standards.
- Documenting and reporting any issues or discrepancies found during quality control checks.
- Collaborating with the production team to ensure continuous improvement in product quality.

Conditions of Employment:

- You will be required to sign a non-disclosure agreement to protect our proprietary information.
- You must adhere to all company policies and procedures as outlined in the employee handbook.

Please note that this offer is contingent upon the successful completion of reference checks and any other pre-employment requirements.

To accept this offer, please sign and return a copy of this letter by 17th February 2024.

We are delighted to have you on board and believe you will be an excellent addition to our team.

Welcome to Benny Foods (Boom Ice-cream)!

Sincerely,

Godwin G.

Mr. G. Godwin Berlin Dass
Proprietor
Benny Foods (Boom Ice-cream)

Acceptance of Offer:

I, **Godwin K Jose,** accept the offer of employment with Benny Foods (Boom Ice-cream) as a Quality Control Trainee under the terms outlined in this letter.

Signature: Godwin

Date: 14.02.24

Intersnack

Date: 23rd February 2024

To

Name: **Mr. Hari Viknesh P R**
Address 1: Haryini Automobiles,
Address 1: Opp to A.K.T School,
Kallaikuruchi.
Mobile No: 9488739968
Email ID: hari.vikpr@gmail.com

Dear Mr. Hari Viknesh P R,

We are pleased to offer you an employment at Intersnack Cashew India Private Ltd at Quality from March 2024. You are advised to complete the task under the direct supervision of Mrs. Shanmugavadivu, Quality Manager, of our organization.

Your job timing will be from 9 A.M. to 05.30 P.M. Regularity is expected during your tenure at this organization.

You will be paid a consolidated payment of Rs 40,900/-per month.

Best Regards,

For Intersnack Cashew India Private Limited,



Ramapriyan N
(Finance Director)

Dear **Harish S,**

4th May 2024

CAREER OFFER

CONGRATULATIONS!

With reference to your application for a Career at HEMA's ENTERPRISES PVT LTD and our subsequent discussions, we are delighted to offer you the full-time position of **Technical Officer** with a Starting Annual Compensation (CTC) of **Rs.5,02,000/- (Indian Rupees Five lakhs two thousand only).** The anticipated start date of engagement, commencing with on-boarding shall be **6th May 2024** at 9am.

This offer is contingent upon your successful completion of pre-on boarding processes including antecedent check and document verification. As an employee of HEPL, you will have access to our Comprehensive Benefits Program, details of which are attached along with Salary breakup for your reference in the Annexure.

During your employment your services may be terminated at anytime by either party giving 45 days notice in writing or gross pay equivalent in lieu of the notice. Management shall have discretion to insist upon serving such notice or to accept notice pay in lieu of notice period.

You may reach out to the following for addressing any of your queries or concerns.

Interface/Point Of Contact	Name	Official Email Id
Reporting Person	Sathish S	ssathish@cavinkare.com
Onboarding Buddy	Pretha	Pretha.P@Hepl.Com

We look forward to hearing from you and hope to see you onboard soon!

For HEMA's ENTERPRISES PVT LTD

RAMESHPR

HR-HEAD

Annexure1: LIST OF DOCUMENTS TO BE SHARED WITH PRE-ONBOARDING TEAM
Annexure2: DETAILS OF OFFER COMPENSATION & BENEFITS

ANNEXURE1

LIST OF DOCUMENTS TO BE SHARED WITH ONBOARDING TEAM

(Prior to Anticipated Start Date)

You are required to furnish copies and originals of the following documents on the date of joining:

1. Qualification (Graduation, Post Graduation,Professional etc.)
2. Date of Birth (Birth Certificate or 10th Std. marksheet)
3. Experience (Any document pertaining to previous employments e.g. Service Certificate)
4. Last compensation package (Form16, salary slip or annual pay revision letter)
5. Relieving Letter
6. Blood group proof (Medical certificate or blood donation card)
7. PAN Card & Aadhaar Card
8. Driving License/Voters ID/PAN Card/Passport for ID Proof
9. Cancelled Cheque Leaf

ANNEXURE 2
DETAILS OF OFFER COMPENSATION & BENEFITS

Name:	Harish S	**Band:**	Band 7
Department:	Production	**Grade:**	7B
BU:	HEPL	**Date of joining:**	06-05-2024
Location:	Kanchipuram	**CTC proposed:**	5,02,000
COMPONENTS		**PM**	**PA**
MONTHLY(A)			
Base Pay		20,833	2,50,000
House Rent Allowance		8,333	1,00,000
Special Allowance		6,000	72,000
Gross Salary(A)		**35,166**	**4,22,000**
VARIABLE(B)			
Bonus (Annual Payout)		1,000	12,000
		1,000	**12,000**
RETIRALS(C)			
Provident Fund (Employer Contribution)		2,500	30,000
ESIC(Employer Contribution)		1,000	12,000
Gratuity		1,000	12,000
		4,500	**54,000**
Cost to Company(A+B+C)		**40,666**	**5,02,000**
Provident Fund (Employee Contribution)		2,500	30,000
ESIC(Employee Contribution)		230	2,760
Pro. Tax		250	3,000
Take Home		**32,186**	**3,86,240**
Personal Accident Policy		**500000**	
Term Insurance		**500000**	

Camerry
ICE CREAM

05/01/2024

Hemaroobini P
390/584 Gandhi Road,
Thattanchavadi,
Panruti.

Dear Hemaroobini,

With reference to your application for employment and subsequent interviews you had with us recently, we are pleased to appoint you as **"QC Trainee"** for *Nutricreams Private Limited.*

Your monthly stipend will be Rs. 10,000/- (Rs. Ten Thousand) for three months. Your joining date will be 26-01-2024. You will be on training for a period of three months from the date of joining duty. The management, however, will have the right of extending the training period, if found necessary. On completion of this training if you are found suitable for appointment you will be posted either at our Perumbavoor factory or Vazhakkulam factory.

We welcome you to our world of opportunities and wish you a bright and prosperous career with us.

To accept this offer, please return the duplicate of this letter, duly signed in token of acceptance.

for Nutricreams Private Limited

M E Varghese

Director

I accept the offer of employment

Signed by: **Hemaroobini P**

Hatsun Agro Product Ltd.
Registered Office:
No.41 (49), Janakiram Colony Main Road,
Janakiram Colony, Arumbakkam,
Chennai - 600 106, Tamil Nadu, India.
E: info@hap.in | www.hap.in
CIN: L15499TN1986PLC012747

Corporate Office:
No 14, TNHB 'A' Road,
Sholinganallur, Chennai - 600 119,
Tamil Nadu, India.
P: +91 44 2450 1622
F: +91 44 2450 1422

25/04/2024

Dear **Jayasree S**

Sub : Offer Letter

Greetings from **HAP!!!**

Further to the discussions you had with us, we are pleased to offer you the position of "**Food Technology Trainee "** in the **Production - Ice Cream** department. Your place of work will be in **Govindapur Plant** & you may be required to travel anywhere in India based on the exigency of work. Your formal appointment order will be issued upon joining.
At the time of joining, you are requested to produce the following documents:

1. Photocopies of your educational qualification certificates (Please produce the original certificates at the time of joining for verification)
2. Age proof (Birth certificate/School certificate) & 3 recent passport size photographs.
3. Appointment letter, latest increment letter, experience certificate, relieving, letter from your current employer and previous Company PF/UAN number
4. Copies of Aadhar Card, valid Driving License (If applicable) and Pan card
5. Fitness Certificate from a Registered Medical Practitioner & Professional reference letter
6. Family Photo, if covered under ESI
7. Bank Passbook & cancelled cheque.

We request your acceptance and expected joining date by mail on or before **22/05/2024**. Please note that the above offer is invalid after 25/04/2024.
Looking forward to a long-term association, which will be mutually beneficial.

Yours truly,
for **Hatsun Agro Product Ltd.,**

Venkateswaran S
Deputy General Manager – HR
Encl: Salary Structure

HAP

Annexure to Offer Letter Dated 25/04/2024

Name	**Jayasree S**
Designation	Food Technology Trainee
Department	Production - Ice Cream
Location	Govindapur Plant
Level	Food Technology Trainee - FTT

S.No	Salary Component	Salary Structure (Monthly)
1	Basic	13,440.00
2	HRA	6,914.00
3	Food Coupon	
4	Special Allowance	10,640.00
5	LTA Reimbursement	
6	Dress Reimbursement	
7	Educational Reimbursement	
Sub Total-A		30,994.00
8	Birth day Gift	
Sub Total-B		
Statutory Benefits		
9	PF	1,800.00
10	Gratuity	406.00
Sub Total-C		3,606.00
CTC- Per Month		34,600.00
CTC Annually		INR 4,15,200.00

Note : The salary structure, both monthly and annual is subject to change. However, the total CTC will remain the same. Further to the above, you and your family will be covered under Group Mediclaim & Group Personal Accident policy as per the company norms.

For Hatsun Agro Product Limited

Venkateswaran S
Deputy General Manager - HR

Hatsun Agro Product Limited

Date:- 24/07/2023

Offer Letter

Dear Jayasri R,

Congratulations!

This letter is to offer you a position with the company. It is with great pleasure that we offer you the position of "**Production Trainee**" with **April3rd Foods** with effect from 26/07/2023 to 31/05/2024.

Your monthly net take home salary will be Rs. 10000/- (including long shift allowance).

Posting

Your initial posting will be at **"April3rd Foods, #103/2, Gate 3, Uniworld, Doddthogur, Electronic City Phase-1, Bengaluru 560100"**.

Probation period will be for a period of **1 month** from the date of your joining. On the completion of probation period, your performance if found satisfactory, you will be confirmed in writing. During probation period, the Company has sole discretion to terminate your services without any notice in lieu thereof.

3 Sick Leaves Per Quarter

There are 10 Public Holidays per year

Weekly Off is Sunday

Upon successful completion of the training period, if your performance is found to be satisfactory, we will extend a permanent job offer for a suitable position within our organization. The specific position, department, and compensation details will be communicated to you in a separate offer letter.

+91-9740717084
contact@april3rdfoods.com
#103/2, Gate 3, Uniworld, Doddathogur, Neeladri Nagar, Phase -1 Electronic City, Bengaluru - 560100, India
www.april3rdfoods.com

Notice Period

- The notice period for confirmed employee will be 75 days or salary in lieu of such period on either side.
- In the event that the employee fails to serve the full notice period, the employee shall be obligated to compensate the company by paying an amount equivalent to their salary for the remaining unserved notice period
- Notice period cannot be reduced. Leave cannot be taken / granted during notice period. The Notice period starts from the day, the written resignation is accepted by Management.
- If you do not serve the Notice period, the reason given by you will be mentioned in your experience cum relieving Letter.
- The Company reserves the right to terminate your services without any notice or salary in lieu thereof on grounds of misconduct, dishonesty, disloyalty, commission of any act involving moral turpitude or any acts of indiscipline, or breach of conduct.
- The full and final settlement will be made by the Company only after getting handover and no objection certificate from department heads and concerned parties.

You are requested to complete the HR requirement before 27p/07/2023

Please send the scanned copy of the following documents to pavan@a3f.in

KYC Documents

- Aadhar Card / Driver License
- Pan Card
- Temporary Address Proof
- Permanent Address Proof
- Education Certificates

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. The additional copy is for your files.

We are eagerly looking forward to having you join our team. Should you have any question, please do not hesitate to contact me.

You are required to report at the below address at 9:30 AM on your date of joining.

April3rd Foods, #103/2 16th cross Road, Uniworld, Electronic City, Bengaluru

Validity of the Offer

The Offer is Valid on the following terms and conditions

- Acceptance by you within 24/07/2023
- Joining on the agreed date of Joining

Authorized Signatory

For April3rd Foods

Authorised Signatory

I accept the above terms and offer and accept to join WEF 24/07/2023

Name and Signature of the Candidate

Date

+91-9740717084

contact@april3rdfoods.com

#103/2, Gate 3, Uniworld, Doddathogur, Neeladri Nagar,

www.april3rdfoods.com

april3rd foods
HANDMADE MOMOS

Date:- 11/07/2023

Offer Letter

Dear Jeevan Kumar G,

Congratulations!

This letter is to offer you a position with the company. It is with great pleasure that we offer you the position of "**Production Trainee**" with **April3rd Foods** with effect from 20/07/2023 To 31-05-2023.

Your monthly net take home salary will be Rs. 10000/- (including long shift allowance).

Posting

Your initial posting will be at **"April3rd Foods, #103/2, Gate 3, Uniworld, Doddthogur, Electronic City Phase-1, Bengaluru 560100"**.

Probation period will be for a period of **1 month** from the date of your joining. On the completion of probation period, your performance if found satisfactory, you will be confirmed in writing. During probation period, the Company has sole discretion to terminate your services without any notice in lieu thereof.

3 Sick Leaves Per Quarter

There are 10 Public Holidays per year

Weekly Off is Sunday

Upon successful completion of the training period, if your performance is found to be satisfactory, we will extend a permanent job offer for a suitable position within our organization. The specific position, department, and compensation details will be communicated to you in a separate offer letter.

Notice Period

- The notice period for confirmed employee will be 75 days or salary in lieu of such period on either side.
- In the event that the employee fails to serve the full notice period, the employee shall be obligated to compensate the company by paying an amount equivalent to their salary for the remaining unserved notice period

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www.april3rdfoods.com

- Notice period cannot be reduced. Leave cannot be taken / granted during notice period. The Notice period starts from the day, the written resignation is accepted by Management.
- If you do not serve the Notice period, the reason given by you will be mentioned in your experience cum relieving Letter.
- The Company reserves the right to terminate your services without any notice or salary in lieu thereof on grounds of misconduct, dishonesty, disloyalty, commission of any act involving moral turpitude or any acts of indiscipline, or breach of conduct.
- The full and final settlement will be made by the Company only after getting handover and no objection certificate from department heads and concerned parties.

You are requested to complete the HR requirement before 21/07/2023

Please send the scanned copy of the following documents to pavan@a3f.in

KYC Documents

- Aadhar Card / Driver License
- Pan Card
- Temporary Address Proof
- Permanent Address Proof
- Education Certificates

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. The additional copy is for your files.

We are eagerly looking forward to having you join our team. Should you have any question, please do not hesitate to contact me.

You are required to report at the below address at 9:30 AM on your date of joining.

April3rd Foods, #103/2 16th cross Road, Uniworld, Electronic City, Bengaluru

+91-9740717084
contact@april3rdfoods.com
#103/2, Gate 3, Uniworld, Doddathogur, Neeladri Nagar, Phase -1 Electronic City, Bengaluru - 560100, India
www.april3rdfoods.com

Validity of the Offer

The Offer is Valid on the following terms and conditions

- Acceptance by you within 08/07/2023
- Joining on the agreed date of Joining

Authorized Signatory

For April3rd Foods

Authorised Signatory

I accept the above terms and offer and accept to join WEF 20/07/2023

Name and Signature of the Candidate

Date

+91-9740717084

contact@april3rdfoods.com

#103/2, Gate 3, Uniworld, Doddathogur, Neeladri Nagar, Phase -1 Electronic City, Bengaluru - 560100, India

www.april3rdfoods.com

Gmail **Vishwa Elangovan <egftech12@gmail.com>**

Offer Letter- SCIENTEX

Gowthami Vishal <hr@scientexmedtech.com> Fri, 23 Feb at 13:45
To: egftech12@gmail.com <egftech12@gmail.com>
Cc: <thambiraj@scientexmedtech.com>, <balaji@scientexmedtech.com>, <nivedha.bme@hicet.ac.in>, BME HOD BME <bmehod@hicet.ac.in>

Dear **Vishwa Ilangovan ,**

We are happy to welcome you into the fold of **SCIENTEX** family.

We are pleased to offer you a position as "**Scientific Program Trainee**" and the work location will be in Chennai. You are requested to join us on **04 MAR 2024**

We are glad to offer a monthly gross salary of **Rs. 18000** for the training period. Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **SCIENTEX MEDTECH PRIVATE LIMITED**, RR TOWER 4,A-16 & A-17,Ground Floor,T.V.K. Industrial Estate,Guindy,Chennai-600 032 .

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organisation. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

[Quoted text hidden]

Hatsun Agro Product Ltd.
Registered Office:
No.41 (49), Janakiram Colony Main Road,
Janakiram Colony, Arumbakkam,
Chennai - 600 106, Tamil Nadu, India.
E: info@hap.in | www.hap.in
CIN: L15499TN1986PLC012747

Corporate Office:
No 14, TNHB 'A' Road,
Sholinganallur, Chennai - 600 119,
Tamil Nadu, India.
P: +91 44 2450 1622
F: +91 44 2450 1422

HAP

25/04/2024

Dear **Muhamed Al Haaris S**

Sub : Offer Letter

Greetings from **HAP!!!**

Further to the discussions you had with us, we are pleased to offer you the position of "**Food Technology Trainee "** in the **Production - Ice Cream** department. Your place of work will be in **Govindapur Plant** & you may be required to travel anywhere in India based on the exigency of work. Your formal appointment order will be issued upon joining.
At the time of joining, you are requested to produce the following documents:

1. Photocopies of your educational qualification certificates (Please produce the original certificates at the time of joining for verification)
2. Age proof (Birth certificate/School certificate) & 3 recent passport size photographs.
3. Appointment letter, latest increment letter, experience certificate, relieving, letter from your current employer and previous Company PF/UAN number
4. Copies of Aadhar Card, valid Driving License (If applicable) and Pan card
5. Fitness Certificate from a Registered Medical Practitioner & Professional reference letter
6. Family Photo, if covered under ESI
7. Bank Passbook & cancelled cheque.

We request your acceptance and expected joining date by mail on or before **22/05/2024**. Please note that the above offer is invalid after 25/04/2024.
Looking forward to a long-term association, which will be mutually beneficial.

Yours truly,
for **Hatsun Agro Product Ltd.,**

Venkateswaran S
Deputy General Manager – HR
Encl: Salary Structure

HAP

Annexure to Offer Letter Dated 25/04/2024

Name	**Muhamed Al Haaris A**
Designation	Food Technology Trainee
Department	Production - Ice Cream
Location	Govindapur Plant
Level	Food Technology Trainee - FTT

S.No	Salary Component	Salary Structure (Monthly)
1	Basic	13,440.00
2	HRA	6,914.00
3	Food Coupon	
4	Special Allowance	10,640.00
5	LTA Reimbursement	
6	Dress Reimbursement	
7	Educational Reimbursement	
Sub Total-A		30,994.00
8	Birth day Gift	
Sub Total-B		
Statutory Benefits		
9	PF	1,800.00
10	Gratuity	406.00
Sub Total-C		3,606.00
CTC- Per Month		34,600.00
CTC Annually		INR 4,15,200.00

Note : The salary structure, both monthly and annual is subject to change. However, the total CTC will remain the same. Further to the above, you and your family will be covered under Group Mediclaim & Group Personal Accident policy as per the company norms.

For Hatsun Agro Product Limited

Venkateswaran S
Deputy General Manager - HR

Hatsun Agro Product Limited

TRULEAF
THE TRUTH TO BE TASTED.

1A-1B Neem Square,
KRG Nagar Main Street,
Ganapathy, Coimbatore,
Tamil Nadu - 641006.

February 06, 2024

To
Mr. Muhammed Shaheen P V
Padne Vadakkeppuram (PO),
Kasargod,Kerala 671312

Dear Mr. Muhammed,

Subject: Offer of Employment as Production Trainee

We are pleased to extend an offer of employment to you for the position of **Production Trainee** at **Truleaf Foods Pvt Ltd**. After careful consideration and evaluation, we believe your educational background and skills will be a valuable asset to our team.

Position: Production Trainee
Annual Compensation: ₹1,20,000 (Rupees One Lakh Twenty Thousand only)
Start Date: 19th February 2024
Location: Coimbatore

As a Production Trainee, you will be reporting to Mr. Jonathan Collins (Production Head) and your primary responsibilities will include but are not limited to assisting in production processes, maintaining production equipment, ensuring quality control, and adhering to safety protocols.

This offer is contingent upon the successful completion of any pre-employment requirements, including [background checks, drug tests, etc.], if applicable.

If you accept this offer, please sign and return this letter by 16th February 2024, indicating your acceptance. We look forward to welcoming you to our team and are confident that you will contribute significantly to our company's success.

Welcome to Truleaf Foods Pvt Ltd!

Sincerely,
Ranies Charles,
Executive Director,
Truleaf Foods Pvt Ltd.

Acceptance of Offer

I, Muhammed Shaheen P V, accept the offer of employment with Truleaf Foods Pvt Ltd as a Production Trainee under the terms and conditions stated above. I understand that this employment is contingent upon the completion of all pre-employment requirements.

Signature: _____
Date: 13.02.2024

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

APPOINTMENT LETTER

29th October 2023

To,
Mr. Naveen G
26/29 Xavier Nagar,
Tholkappiar Square, Thanjavur
Tamil Nadu
Email : naveen.ga2018@gmail.com
Mobile : 86102 07226.

Dear Mr. Naveen G,

We are pleased to confirm your appointment for the role of Executive - Production & Quality Control role in the company with effect from 1st **November 2023** at **Coimbatore**. The date for joining will be **1st November 2023**.

We welcome you to Vridhi Techno Farms Private Limited and believe that you will enjoy being part of the company as much as we shall cherish our association with you.

As informed, you will be undergoing a training program of 6 Months, i.e., Nov 2023 – April 2024 during which you will be paid a Stipend of Rs.10,000/-, after successful completion of the training you will be absorbed into the company as an employee with Six months of probation.

Please sign the letter as formal acceptance of your appointment in our organization and courier 2 copies of the printed & signed document to our registered office on or before 31st October 2023. We will sign the copies and share one copy of the original with you when you join the office.

Please be informed that any delay in sharing the signed document beyond the specified date will result in this appointment letter as deemed void.

Best Regards,

For Vridhi Techno Farms Private Limited,

Vasukumar Nair
M.D & CEO

Received & Accepted By
Naveen G
(Signature & Date)

Enclosed:

1. Annexure I: Compensation Structure
2. Annexure II: Terms of Appointment
3. Annexure III: VTF Joining Form

ANNEXURE – I

Compensation Structure

Employee Code: 0024
Employee Name: Naveen G
Designation: Executive Production & QC
Location: Coimbatore

Sr. #	Heads	Rs. Monthly	Remarks
1	Basic	10,200.00	
2	House Rent Allowance (HRA)	5,100.00	
3	Conveyance Allowance	680.00	
4	Education Allowance	680.00	
5	Mobile / Internet Allowance	340.00	
6	Other Allowances	-	
7	**Gross Salary (Sr # 1 to 6)**	**17,000**	
8	Profession Tax (Employee contribution)	208.33	*As applicable by State Govt*
9	**Take Home (Sr. # 7- 8 - 9)**	**16,792**	
10	**CTC Finalized (Monthly)**	**16,792**	
11	**CTC (Yearly) Sr. No. 10 x 12**	**201,500**	

Notes:

1. As per the applicability of the Act, PF contribution is voluntary.

Received & Accepted By

Signature & Date

Date:- 11/07/2023

Offer Letter

Dear Naveenkumar M ,

Congratulations!

This letter is to offer you a position with the company. It is with great pleasure that we offer you the position of "**Production Trainee**" with **April3rd Foods** with effect from 20/07/2023 to 31/05/2024.

Your monthly net take home salary will be Rs. 10000/- (including long shift allowance).

Posting

Your initial posting will be at **"April3rd Foods, #103/2, Gate 3, Uniworld, Doddthogur, Electronic City Phase-1, Bengaluru 560100"**.

Probation period will be for a period of **1 month** from the date of your joining. On the completion of probation period, your performance if found satisfactory, you will be confirmed in writing. During probation period, the Company has sole discretion to terminate your services without any notice in lieu thereof.

3 Sick Leaves Per Quarter

There are 10 Public Holidays per year

Weekly Off is Sunday

Upon successful completion of the training period, if your performance is found to be satisfactory, we will extend a permanent job offer for a suitable position within our organization. The specific position, department, and compensation details will be communicated to you in a separate offer letter.

+91-9740717084
contact@april3rdfoods.com
#103/2, Gate 3, Uniworld, Doddathogur, Neeladri Nagar, Phase -1 Electronic City, Bengaluru - 560100, India
www.april3rdfoods.com

Notice Period

- The notice period for confirmed employee will be 75 day[illegible]u of such period on either side.
- In the event that the employee fails to serve the full notice period, the employee shall be obligated to compensate the company by paying an amount equivalent to their salary for the remaining unserved notice period
- Notice period cannot be reduced. Leave cannot be taken / granted during notice period. The Notice period starts from the day, the written resignation is accepted by Management.
- If you do not serve the Notice period, the reason given by you will be mentioned in your experience cum relieving Letter.
- The Company reserves the right to terminate your services without any notice or salary in lieu thereof on grounds of misconduct, dishonesty, disloyalty, commission of any act involving moral turpitude or any acts of indiscipline, or breach of conduct.
- The full and final settlement will be made by the Company only after getting handover and no objection certificate from department heads and concerned parties.

You are requested to complete the HR requirement before 21/07/2023

Please send the scanned copy of the following documents to pavan@a3f.in

KYC Documents

- Aadhar Card / Driver License
- Pan Card
- Temporary Address Proof
- Permanent Address Proof
- Education Certificates

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. The additional copy is for your files.

We are eagerly looking forward to having you join our team. Should you have any question, please do not hesitate to contact me.

You are required to report at the below address at 9:30 AM on your date of joining.

April3rd Foods. #103/2 16th cross Road, Uniworld, Electronic City, Bengaluru

Validity of the Offer

The Offer is Valid on the following terms and conditions

- Acceptance by you within 08/07/2023
- Joining on the agreed date of Joining

Authorized Signatory

For April3rd Foods

Authorised Signatory

I accept the above terms and offer and accept to join WEF 20/07/2023

Name and Signature of the Candidate

Date

+91-9740717084

#103/2, Gate 3, Uniworld, Doddathogur, Neeladri Nagar,
Phase -1 Electronic City, Bengaluru - 560100, India

contact@april3rdfoods.com

www.april3rdfoods.com

6 May 2024

Dear Naveen S

LETTER OF APPOINTMENT

We are delighted to welcome you aboard at **HEMA'S ENTERPRISES PRIVATE LIMITED** as an employee.

Following are the detailed terms and conditions that govern your engagement for employment with the Company (hereinafter referred to as HEPL/Company). Please note that the various terms and their underlying meanings contained in this letter are subject to interpretation at the sole discretion of HEPL.

1. By accepting this letter of appointment and the contents herein, you give your total irrevocable consent to abide and be governed by the terms and conditions of appointment during your engagement with HEPL without any prejudice whatsoever.

2. This appointment for engagement with HEPL is subject to successful clearance of background verification check, medical and physical fitness check by a qualified medical practitioner, appointed by the company and such checks may be initiated by the company at any time during the period of engagement.

3. You will be required to agree upon and abide by Employee Non-disclosure, Non-solicitation and Non-compete Agreements of HEPL.

1. APPOINTMENT

i. We have pleasure in appointing you in **HEPL** as **Technical Officer** in Band **7B** or in such other capacity the management of HEPL shall from time to time determine.

ii. Your date of appointment is effective from the date of joining which according to Company record is **May 6, 2024**.

HEMA'S ENTERPRISES PRIVATE LIMITED
No: 12, Poonthamallee Road, Ekkatuthangal, Chennai, TAMILNADU INDIA 600032
Website: www.hepl.com Email: info@hepl.com Contact: 8680050505
CIN: U74999TN2019PTC132662

2. LOCATION

i. Your mode of Work is **Offsite**. Your base Location is **Kachipuram("Work Location")**. However, you may be required to relocate to any of our Units, Departments or Offices of our affiliates and/or the Offices of our customers, for/depending on business requirements.

ii. In such circumstance as above, your remuneration, benefits and other employment conditions will be determined in accordance with the relevant People Policies of HEPL in such work location.

3. COMPENSATION&BENEFITS

During the discharge of your responsibilities in the position which you are appointed, you will be eligible to receive emoluments and benefits, which form part of your Total Cost to Company (CTC).

i. Your Total CTC will be **Rs.5,02,000/- (Indian Rupees Five lakhs two thousand only) per annum.** The break-up of Cost to Company is detailed out in the COMPENSATION & BENEFITS sheet in Annexure-I.

ii. You may be eligible for additional remuneration or Incentives or other Benefit programs in accordance with company policy from time to time as the management may deem fit.

iii. You will be entitled for coverage under applicable statutory programs, including Provident Fund, Gratuity, and such others, as mandated by statute.

iv. You will be eligible for coverage under the HEPL Medical Benefits Program. Premiums paid or payable towards Coverage of Employee and/or Family for various Medical Benefits including Hospital Cover, Domiciliary Expenditures, and Health Checks & Contingencies will be subject to deductions from pay. HEPL may revise this benefit depending on the terms of the Insurance Provider from time to time.

HEMA'S ENTERPRISES PRIVATE LIMITED
No: 12, Poonthamallee Road, Ekkatuthangal, Chennai, TAMILNADU INDIA 600032
Website: www.hepl.com Email: info@hepl.com Contact: 8680050505
CIN: U74999TN2019PTC132662

v. You are entitled to Leave, Holidays and Work Allowances as accorded to your role, level, and position, as applicable to such other employees in similar band / level and the location of posting.

vi. You shall be entitled to Perquisites, if any, accorded to your r le, level, and position, as may be applicable to such other employees and /or based on functional requirements as determined by the company.

vii. Your Compensation will be reviewed periodically as per Company policy and in accordance with Business determinants from time to time. Revisions (upward or downward) in your compensation and benefits are discretionary to HEPL only and you shall not contest it as a right.

4. TERMS & CONDITIONS OF ENGAGEMENT

a. CONTINUING OBLIGATIONS IF ANY

By acknowledging and agreeing to terms and conditions of this engagement, you confirm that

i. Prior to joining our employment, you have terminated your current or previous employments in accordance with the terms and conditions of such employments.

ii. On joining our employment, there shall be no continuing obligations or restrictions which may apply to you visa is your previous or current employments.

iii. You are not restricted, constrained, or prohibited in any manner from accepting this offer of employment and that you have not during the course of your current or previous employments, entered into any agreement or arrangement in any way that restricts/prohibits/debars/prevents you from accepting this offer from HEPL.

HEMA'S ENTERPRISES PRIVATE LIMITED
No: 12, Poonthamallee Road, Ekkatuthangal, Chennai, TAMILNADU INDIA 600032
Website: www.hepl.com Email: info@hepl.com Contact: 8680050505
CIN: U74999TN2019PTC132662

iv. That no amounts (financially or otherwise) will be due and payable by you to your current or previous employers.

v. At the time of joining HEPL, neither do you have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondences, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property or reproductions of any afore mentioned items belonging to your current or previous employers.

b. SECURITY BREACH/ES AND MISCONDUCT BY EMPLOYEE:

Terms and condition of the security breach in the organization. The following terms are applicable to you during the Course of Employment with HEPL.

Not with standing anything mentioned under the CONFIDENTIALITY clause under this Agreement, Security breach is defined as those unlawful activities whereby the Employee knowingly and intentionally has done unauthorized access, use, disclosure, modification, or destruction of Company's sensitive data. Misconduct is defined as those activities which involve – theft fraud, physical violence, gross insubordination, damage to Company's property and use of alcohol, drugs and narcotics during the course of employment.

Such Security Breach and/or misconduct if identified by the Com any shall be subject to the code of conduct of the Company.

c. ASSETS PROVIDED TO EMPLOYEE:

As per your given designation under this Agreement, the Company hereby issues you with certain company assets. In case of any damage to the assets not limited to any equipment's handed over to you, the Company shall recover the said amounts from your salary. It is further stated to you that you will be responsible for taking care of the assets provided to you during the course of employment with the Company. Post termination of employment with the Company, you will return the

HEMA'S ENTERPRISES PRIVATE LIMITED
No: 12, Poonthamallee Road, Ekkatuthangal, Chennai, TAMILNADU INDIA 600032
Website: www.hepl.com Email: info@hepl.com Contact: 8680050505
CIN: U74999TN2019PTC132662

said assets handed over to you during your period of engagement on your relieving day and in case you fail to return the said assets, and/or it is found by the Company that you have damaged/destroyed any assets belonging to the Company then the Company shall first try to recover the said costs from your salary out standings payable to you. In case they said costs are over and above any payments outstanding to you then the Company shall reserve the right to take such legal action, recovery against you for which they said costs, expenses shall be solely borne by you.

d. Damage/Destruction to Company Property:

In case of any damage or destruction to company property (which includes movables and immovable property/ies) not limited to Company property within the work premises, which also includes any of the other locations of the Company, then the Company shall recover the said amounts from your salary/outstanding payable to you. In case the said damages cannot be recovered from your salary or any payments outstanding to you then the Company shall reserve the right to take such legal action, recovery against you for which the said costs, expenses shall be solely borne by you.

5. PROBATION

i. You will be on probation for a period of 6(Six) months from the date of your appointment.

ii. If in the opinion of the Company you are found to be suitable in the appointed post, you will be confirmed to the position, upon successful completion of period of probation.

iii. In the event of your performance being below expectations during the probation period, your probation tenure is liable to be extended by subsequent 3(THREE) or 6(SIX) months respectively.

iv. In the event of your performance being insufficient to meet minimum performance criteria for the role, your engagement is liable to be terminated with or without notice at the discretion of HEPL.

HEMA'S ENTERPRISES PRIVATE LIMITED
No: 12, Poonthamallee Road, Ekkatuthangal, Chennai, TAMILNADU INDIA 600032
Website: www.hepl.com Email: info@hepl.com Contact: 8680050505
CIN: U74999TN2019PTC132662

6. NOTICE PERIOD

i. This engagement is terminable, without reasons, by either party by giving a written notice of **45 working days** during the probationary period and thereafter.

ii. A notice of separation may be issued by HEPL to you in the case of repeated performance failures or proven non-performance or failure to meet business expectations beyond reasonable time. In such cases, the Management reserves its right to alter the notice period to 15 days/30days instead of the standard notice period protocol.

iii. HEPL reserves the right to recover costs from you in lieu of notice period not adequately served.

iv. HEPL may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period in certain circumstances.

7. ONSEPERATION

i. For reasons unavoidable for either party, if you may decide to separate from HEPL, either of the party may issue separation notice be fitting Clause(6).

ii. On acceptance of separation notice issued thereof, you will immediately give to the company, prior to the relieving of your Role & Responsibilities and duties, all correspondence, specifications, formulae, books, documents, cost of data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

iii. You will be required to submit the NO DUES document filled in full by clearance from respective Departments and Heads of Functions to be eligible for Full and Final Settlement proceedings.

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iv. You will be issued a relieving letter and service certificate along with Full & Final Settlement, upon completion of all relieving formalities and Knowledge Transfer without any exceptions.

8. RETIREMENT

i. The age to retire at HEPL is 58 years.

9. RESPONSIBILITIES

I. In view of your role, position, and office that you bear and to which you are appointed, you are expected without doubt and to the highest degree, to effectively, diligently and to the best of your ability, perform all responsibilities and ensure expected results.

II. You will be expected to contribute extra hours of work or delivery, qualitatively and quantitatively to achieve the afore said whenever the roles and responsibilities so require.

III. You are required not to engage in activities that have or will have an adverse impact on the reputation or image or business of HEPL, whether directly or indirectly.

10. TRAVEL

i. Incidental to the position to which you are appointed, you will be required and expected to undertake travel on Company assignments and for official purposes for which you will be reimbursed travel related expenses as per the Company policy applicable to you.

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11. POLICIES

ii. You are expected to comply with the policies of the company as they form an integral part of the terms of employment of HEPL. Consequently, you are required to understand the scope and intent of such policies and comply with the same.

iii. Policies are updated/modified on a periodic basis and new Policies may be introduced from time to time. As and when the aforesaid comes into force, the Company will notify you and you will be required to co ply with the same.

iv. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result or has resulted in the violation of Policy or the spirit of it, shall immediately be brought to the notice your Business Unit Head.

v. HEPL reserves the right to revise/modify Policies at anytime, with or without notice.

12. INTELLECTUAL PROPERTY (IPR)

i. Intellectual Property Rights means all copyrights, patent rights, trade secret rights, trademarks, service marks, moral rights, design rights, rights in and to software including source codes, and other intellectual property rights (whether registered or not and including applications for any of the foregoing) as may exist now or may hereafter come into existence, of either party and all the renewals and extensions thereof, regardless of whether any of such rights arise under the Indian Law or any other state, country or jurisdiction.

ii. All work products developed by you shall be deemed "work made for hire" including the source code if any and the exclusive property of Company or its affiliates without any material, financial or territorial limitation and without any further payment due from Company. You shall have no proprietary

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interest or claim in or to any work product or any Intellectual Property Rights developed by you pursuant to this Agreement. You shall not represent or act on behalf of Company outside the scope of the terms and conditions of this Agreement.

iii. To the extent any Work Product are not considered "works made for hire", you hereby assign and agree to assign in the future (when any such Work Product are first reduced to practice or first fixed in a tangible medium, as applicable) to Company all such rights, title and interest in and to any and all such Work Product (and all Intellectual Property Rights with respect thereto) whether or not capable of being copyrighted, trademarked or patented, made or conceived or reduced to practice, during the period of your engagement with Company or which utilizes any Confidential Information of Company without further royalty, perpetual, non-exclusive ownership right(s) including any license and right to sublicense the materials, deliverables, creative generated by you.

iv. During the term of your engagement with HEPL, you shall disclose and assign to HEPL as its exclusive property, all developments conceived or improvised by you solely or jointly with others and shall comply with the Intellectual Property Policy of the Company.

13. CONFLICTOFINTEREST

i. You are required to engage yourself exclusively in the work assigned by HEPL and shall not take up any independent or individual assignments, whether the same is part time or full time or in an advisory capacity or otherwise, directly, or indirectly without the express written consent of your Business Head. You agree not to undertake employment, whether full-time or part-time.

ii. Director/Partner/Member/Employee of any other organization/entity engaged in any form of business activity without the explicit consent of your Business Head in writing.

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iii. The consent as afore said may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at anytime at the discretion of the Company.

iv. You shall not, directly, or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of HEPL.

v. In the case of any conflict or doubt, you are expected to discuss the matter with your Business Head, and abide by the decision of the Business Head, which shall be final and binding.

14. CONFIDENTIALITY

i. In consideration of the opportunities, training and access to new techniques and know – how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, you are to ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by HEPL in the course of your employment.

ii. This covenant shall endure during your official engagement with HEPL and after the cessation of it, irrespective of the circumstances or reasons there off or cessation.

15. DECLARATIONS

i. We trust that you have not provided us with any false declaration or willfully suppressed any material information. In the event of proof that you have violated this trust, you will be liable for termination from service from HEPL without notice and without prejudice to any remedial action.

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ii. You are required to inform us if there are any agreements, oral or written, which you have entered into with any other entity or parties, either during the tenure of engagement with HEPL or prior to it and which relate to your commitments under this agreement.

iii. Your employment terms may be specifically enforced legally, if required.

iv. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason what so ever, the remaining provisions of this Agreement shall continue in full force and effect.

v. These employment terms supersede and replace any existing agreement or understanding, if any, between HEPL and you relating to the same subject matter.

vi. You shall agree and abide to disclose any change in personal information including change of address etc to the Company immediately upon such effect. Non-disclosure of the same will be treated as willful suppression off acts and dealt accordingly.

16. TERMINATION OF ENGAGEMENT IN CERTAIN CONDITIONS

i. Upon certain conditions or proven actions such as Moral turpitude, Sexual Harassment against a co-worker or any other person, Non integral acts, Acts of indiscipline, Gross In subordination, Proven violations of Policy or Persistent Non-Performance in spite of reminders and warnings, Behaviors that are incoherent to Corporate Ethos and such other cases, HEPL shall be well within its rights to terminate your engagement with immediate effect, with or without notice and shall reserve rights to initiate criminal proceedings against you, where necessary and for recovery of costs.

ii. ABANDONMENT OF SERVICE: In the event of your unauthorized absence from work or absence from work without approval of your reporting Manager for a continuous period of 5 workdays, it shall be construed that you have abandoned service and your engagement shall be terminated without notice.

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iii. In such circumstances as afore said, HEPL shall have the right to with hold any payables such as Salary, Incentives and such other emoluments that will have been otherwise ordinarily due to you.

iv. HEPL reserves the right to initiate proceedings against you to recover or mitigate losses, pecuniary or otherwise, for consequences arising out of such action as outlined in clause 15(a).

17. MANDATORY AGREEMENTS

i. You shall be required to sign up to certain mandatory agreements, including but not limited to Confidentiality, Intellectual Property Rights, Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations of HEPL, and the same may be amended from time to time, at Company discretion.

ii. This appointment is also conditional upon your acceptance and execution of the Non-Compete Agreement.

18. AGREEMENT COVENANTS

i. This appointment for employment constitutes the entire agreement between you and HEPL regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral.

ii. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of HEPL.

iii. If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

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19. JURISDICTION

i. This agreement shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in CHENNAI, TAMILNADU, India.

As a token of your acceptance of this appointment for employment, please acknowledge the soft copy of this Letter of Appointment along with Annexure and kindly submit to the Designated HR Business Partner.

We heartily welcome you to HEPL and wish you a Very Rewarding Career with us!

Yours Sincerely,

FOR HEMA'S ENTERPRISES PRIVATE LIMITED



RAMESH P R

HEAD HUMAN RESOURCES

HEMA'S ENTERPRISES PRIVATE LIMITED
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ANNEXURE 1 - COMPONENT BREAK UP OF COST TO COMPANY

Name:	Naveen S	**Band:**	Band 7
Department:	Production	**Grade:**	7B
BU:	HEPL	**Date of joining:**	06-05-2024
Location:	Kanchipuram	**CTC proposed:**	5,02,000
COMPONENTS		**PM**	**PA**
MONTHLY(A)			
Base Pay		20,833	2,50,000
House Rent Allowance		8,333	1,00,000
Special Allowance		6,000	72,000
Gross Salary(A)		**35,166**	**4,22,000**
VARIABLE(B)			
Bonus (Annual Payout)		1,000	12,000
		1,000	**12,000**
RETIRALS(C)			
Provident Fund (Employer Contribution)		2,500	30,000
ESIC(Employer Contribution)		1,000	12,000
Gratuity		1,000	12,000
		4,500	**54,000**
Cost to Company(A+B+C)		**40,666**	**5,02,000**
Provident Fund (Employee Contribution)		2,500	30,000
ESIC(Employee Contribution)		230	2,760
Pro. Tax		250	3,000
Take Home		**32,186**	**3,86,240**
Personal Accident Policy		**500000**	
Term Insurance		**500000**	

Hatsun Agro Product Ltd.
Registered Office:
No.41 (49), Janakiram Colony Main Road,
Janakiram Colony, Arumbakkam,
Chennai - 600 106, Tamil Nadu, India.
E: info@hap.in | www.hap.in
CIN: L15499TN1986PLC012747

Corporate Office:
No 14, TNHB 'A' Road,
Sholinganallur, Chennai - 600 119,
Tamil Nadu, India.
P: +91 44 2450 1622
F: +91 44 2450 1422

25/04/2024

Dear **Naveenkumar M**

Sub : Offer Letter

Greetings from **HAP!!!**

Further to the discussions you had with us, we are pleased to offer you the position of "**Food Technology Trainee "** in the **Production - Ice Cream** department. Your place of work will be in **Salem Plant** & you may be required to travel anywhere in India based on the exigency of work. Your formal appointment order will be issued upon joining.
At the time of joining, you are requested to produce the following documents:

1. Photocopies of your educational qualification certificates (Please produce the original certificates at the time of joining for verification)
2. Age proof (Birth certificate/School certificate) & 3 recent passport size photographs.
3. Appointment letter, latest increment letter, experience certificate, relieving, letter from your current employer and previous Company PF/UAN number
4. Copies of Aadhar Card, valid Driving License (If applicable) and Pan card
5. Fitness Certificate from a Registered Medical Practitioner & Professional reference letter
6. Family Photo, if covered under ESI
7. Bank Passbook & cancelled cheque.

We request your acceptance and expected joining date by mail on or before **22/05/2024**. Please note that the above offer is invalid after 25/04/2024.
Looking forward to a long-term association, which will be mutually beneficial.

Yours truly,
for **Hatsun Agro Product Ltd.,**

Venkateswaran S
Deputy General Manager – HR
Encl: Salary Structure

HAP

Annexure to Offer Letter Dated 25/04/2024

Name	**Naveenkumar M**
Designation	Food Technology Trainee
Department	Production - Ice Cream
Location	Salem Plant
Level	Food Technology Trainee - FTT

S.No	Salary Component	Salary Structure (Monthly)
1	Basic	13,440.00
2	HRA	6,914.00
3	Food Coupon	
4	Special Allowance	10,640.00
5	LTA Reimbursement	
6	Dress Reimbursement	
7	Educational Reimbursement	
Sub Total-A		30,994.00
8	Birth day Gift	
Sub Total-B		
Statutory Benefits		
9	PF	1,800.00
10	Gratuity	406.00
Sub Total-C		3,606.00
CTC- Per Month		34,600.00
CTC Annually		INR 4,15,200.00

Note : The salary structure, both monthly and annual is subject to change. However, the total CTC will remain the same. Further to the above, you and your family will be covered under Group Mediclaim & Group Personal Accident policy as per the company norms.

For Hatsun Agro Product Limited

Venkateswaran S
Deputy General Manager - HR

Hatsun Agro Product Limited

JUBILANT FOODWORKS

Domino's Pizza · DUNKIN' DONUTS · popeyes · BIKDUM! · HONG'S KITCHEN

Mr. PAULSON MATHEW **Date: 15-May-2024**

Address- Koothottil house Periyanganam (po) Meerkanam, Kasaragod.

Dear Mr. PAULSON MATHEW,

This has reference to your request for providing Training in our organization and the subsequent discussions you had with us. We are pleased to engage you as **"GRADUATE APPRENTICE TRAINEE -" under National Apprentice Training Scheme (NATS)** for our Factory on the terms and conditions discussed with you. The Apprentice training period is 1 Year from your date of joining subject to satisfactory performance and conduct.

	Description	Monthly	Qtr. Attendance award and Retention Bonus
A	Monthly Stipend	17000	
B	Living Allowance	1500	
C	Quarterly attendance award	1000	RS-3000/- Attendance award Paid Per Quarter.
D	Yearly Retention Bonus	500	Rs-6000 /-Paid Yearly, In Last Month Stipend after Apprenticeship Completion.
A+B+C+D	**Total Monthly Stipend Cost**	**20000**	
A+B	**Monthly Stipend Cash In hand**	**18500**	

You will be paid a **Monthly Stipend and Allowances** given above during the Training period.

You are advised to report on or before **06-June-2024 at 10:00 AM at** the following address:

Jubilant FoodWorks Limited

Plot-58 Adinarayana Hosahali Doddaballapur Bangalore Rural Karnataka-561203

Please contact at our Factory, for completing the joining formalities.

Please arrange to produce the following documents in original and a photocopy at the time of joining:

1. High School / Sr. Secondary Examination Certificate / Mark sheet.
2. B. Tech, BE Degree and Mark sheet. / any other examination.
3. Aadhar Card and Pan Card.
4. 5 Color passport size photographs.
5. Cancel cheque / Bank Detail.
6. Vaccination certificate with all three doses.

Please note that this is a letter of Intent only, the apprentice needs to get the contract registered with Apprenticeship Advisor.

This offer is valid only if you are found medically fit & join on or before the above mentioned joining date, failing which it shall stand automatically withdrawn.

Thanking You

For Jubilant FoodWork Limited

Amar Deep Yadav

DGM- Human Resources

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

APPOINTMENT LETTER

29th October 2023

To,
Mr. Prasanakumar Daniel S
49/9, Thambu Colony,
RV Nagar, Pattukkottai
Tamil Nadu - 614601
Email : prasanakds@gmail.com
Mobile : 97892 75546.

Dear Mr. Prasanakumar Daniel S,

We are pleased to confirm your appointment for the role of Executive - Production & Quality Control role in the company with effect from 1st **November 2023** at **Coimbatore**. The date for joining will be **1st November 2023**.

We welcome you to Vridhi Techno Farms Private Limited and believe that you will enjoy being part of the company as much as we shall cherish our association with you.

As informed, you will be undergoing a training program of 6 Months, i.e., Nov 2023 – April 2024 during which you will be paid a Stipend of Rs.10,000/-, after successful completion of the training you will be absorbed into the company as an employee with Six months of probation.

Please sign the letter as formal acceptance of your appointment in our organization and courier 2 copies of the printed & signed document to our registered office on or before 31st October 2023. We will sign the copies and share one copy of the original with you when you join the office.

Please be informed that any delay in sharing the signed document beyond the specified date will result in this appointment letter as deemed void.

Best Regards,

For Vridhi Techno Farms Private Limited,

Vasukumar Nair
M.D & CEO

Received & Accepted By
Prasanakumar Daniel S
(Signature & Date)

Enclosed:

1. Annexure I: Compensation Structure
2. Annexure II: Terms of Appointment
3. Annexure III: VTF Joining Form

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

ANNEXURE – I

Compensation Structure

Employee Code: 0025
Employee Name: Prasanakumar Daniel
Designation: Executive Production & QC
Location: Coimbatore

Sr. #	Heads	Rs. Monthly	Remarks
1	Basic	10,200.00	
2	House Rent Allowance (HRA)	5,100.00	
3	Conveyance Allowance	680.00	
4	Education Allowance	680.00	
5	Mobile / Internet Allowance	340.00	
6	Other Allowances	-	
7	**Gross Salary (Sr # 1 to 6)**	**17,000**	
8	Profession Tax (Employee contribution)	208.33	*As applicable by State Govt*
9	**Take Home (Sr. # 7- 8 - 9)**	**16,792**	
10	**CTC Finalized (Monthly)**	**16,792**	
11	**CTC (Yearly) Sr. No. 10 x 12**	**201,500**	

Notes:

1. As per the applicability of the Act, PF contribution is voluntary.

Received & Accepted By

Signature & Date

ANNEXURE II

Terms of Appointment

1. **Benefits**
   a. You will be governed by the provisions and applicability of **the Employee Provident Fund Act. Your membership of the Employee Provident will be determined as per the Employee Provident Fund Act.**
   b. **Gratuity:** You will be eligible for Gratuity on completion of five years' service, and you will be subject to the provisions of **Payment of Gratuity Act, 1972.**

2. **Rules and Regulations**
   a. You will also be subject to all such rules and regulations of the company as may be in force from time to time as far as general code of conduct, travel, leave and other issues are concerned.

3. **Notice Period**
   a. The employee contract can be terminated by giving **02 (Two) month** active notice in writing to the company.

4. **Leave Benefits**
   a. You will be entitled to leave and other benefits as per the prevailing rules of the company which are currently **30 (thirty) days** per calendar year. The leave will be calculated on a pro rata basis. Leave rules should be as per the company's policy. (Reference to Company's HRM Policy Ver.5.0)

5. **Transfer**
   a. Your services may be transferred to any other department, branch office or any other establishment anywhere in India at the sole discretion of management. You will be subject to the terms and conditions as applicable at the place of transfer.

6. **Confidentiality**
   a. You will be responsible for maintaining the secrecy and confidentiality of the company's operations and your work and shall not divulge/disclose to anyone the information obtained by you during your employment. The same is applicable with respect to all the intellectual contributions made by you or you had associated with during your service.

7. **Reporting Manager**
   a. You will be reporting functionally for your work responsibilities **to Mr.Rohit.D (Manager Production & Quality)**

8. **Duty Hours**
    a. You will be called upon to attend to your duties as and when required, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and undertake travels as and when necessary.

9. **Others**
    a. The Company will be entitled to terminate your services at any time without any notice in the event of dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the company, or in violation of one or more terms of this appointment.
    b. You shall devote yourself fully to the business/interests of the company and shall not take up any other assignments or work on part-time or any other basis without express permission of the company.

10. **Non-Disclosure and Non-Compete Agreement:**
    a. You shall be bound by non-disclosure and non-Compete agreement as per the terms of your appointment with us.

11. **Declarations**
    a. All the information declared by you being found true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated without any notice.

You are requested to sign a duplicate copy of this letter as a token of your acceptance.

For Vridhi Techno Farms Private Limited,

Mr. Vasukumar Nair
MD & CEO

Received & Accepted By
Sasidharan N
Signature & Date

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

ANNEXURE III

VTF Joining Form – (To be Submitted at the time of Joining)	
NAME OF EMPLOYEE: Sasidharan N	
DEPARTMENT: Production & Quality	DATE OF JOINING:
DESIGNATION:	REPORTING MANAGER:
PAN NO:	
PERMANENT ADDRESS WITH RESIDENTIAL TELEPHONE NO:	
LOCAL ADDRESS WITH TELEPHONE NO:	
Personal MOBILE NO:	
Personal E. MAIL ADDRESS:	
BLOOD GROUP	
EMERGENCY CONTACT NO:	
EMERGENCY CONTACT PERSON:	

CHECK LIST FOR PERSONAL FILE SUBMISSION BY EMPLOYEES

DOCUMENTS	**TICK**	**REMARKS**
Hard Copy of Employee latest Resume with Signatures		
Copies Of Educational & Professional Certificates Relevant to Job Criteria		
Copy of AADHAR CARD (Self Attested)		
Copy of the Driving License (2 / 4-Wheeler) Self Attested		
Copy Of Birth Date Record (Self Attested)		
Past Employment Experience Letter		
Previous Employers Clearance and Relieving Certificate		
Three Passport Size Photographs		
Permanent & Local Address Proof with Photo ID (AADHAR / Passport / PAN Card) Self-Attested		
Documents needed for Opening Salary Account.		
Signed copy of NDA (Non-Disclosure Agreement) and Confidentiality Agreement and Employment Contract.		

Signature of Employee	Signature of HR Coordinator

Dear **Praveen M**

4th May 2024

CAREER OFFER

CONGRATULATIONS!

With reference to your application for a Career at HEMA's ENTERPRISES PVT LTD and our subsequent discussions, we are delighted to offer you the full-time position of **Technical Officer** with a Starting Annual Compensation (CTC) of **Rs.5,02,000/- (Indian Rupees Five lakhs two thousand only).** The anticipated start date of engagement, commencing with on-boarding shall be **6th May 2024** at 9am.

This offer is contingent upon your successful completion of pre-on boarding processes including antecedent check and document verification. As an employee of HEPL, you will have access to our Comprehensive Benefits Program, details of which are attached along with Salary breakup for your reference in the Annexure.

During your employment your services may be terminated at anytime by either party giving 45 days notice in writing or gross pay equivalent in lieu of the notice. Management shall have discretion to insist upon serving such notice or to accept notice pay in lieu of notice period.

You may reach out to the following for addressing any of your queries or concerns.

Interface/Point Of Contact	Name	Official Email Id
Reporting Person	Sathish S	ssathish@cavinkare.com
Onboarding Buddy	Pretha	Pretha.P@Hepl.Com

We look forward to hearing from you and hope to see you onboard soon!

For HEMA's ENTERPRISES PVT LTD



RAMESHPR

HR-HEAD

Annexure1: LIST OF DOCUMENTS TO BE SHAREDWITH PRE-ONBOARDING TEAM
Annexure2: DETAILS OF OFFER COMPENSATION & BENEFITS

ANNEXURE1

LIST OF DOCUMENTS TO BE SHARED WITH ONBOARDING TEAM

(Prior to Anticipated Start Date)

You are required to furnish copies and originals of the following documents on the date of joining:

1. Qualification (Graduation, Post Graduation,Professional etc.)
2. Date of Birth (Birth Certificate or 10th Std. marksheet)
3. Experience (Any document pertaining to previous employments e.g. Service Certificate)
4. Last compensation package (Form16, salary slip or annual pay revision letter)
5. Relieving Letter
6. Blood group proof (Medical certificate or blood donation card)
7. PAN Card & Aadhaar Card
8. Driving License/Voters ID/PANCard/Passport for IDProof
9. Cancelled Cheque Leaf

ANNEXURE 2
DETAILS OF OFFER COMPENSATION & BENEFITS

Name:	Praveen M	**Band:**	Band 7
Department:	Production	**Grade:**	7B
BU:	HEPL	**Date of joining:**	06-05-2024
Location:	Kanchipuram	**CTC proposed:**	5,02,000
COMPONENTS		**PM**	**PA**
MONTHLY(A)			
Base Pay		20,833	2,50,000
House Rent Allowance		8,333	1,00,000
Special Allowance		6,000	72,000
Gross Salary(A)		**35,166**	**4,22,000**
VARIABLE(B)			
Bonus (Annual Payout)		1,000	12,000
		1,000	**12,000**
RETIRALS(C)			
Provident Fund (Employer Contribution)		2,500	30,000
ESIC(Employer Contribution)		1,000	12,000
Gratuity		1,000	12,000
		4,500	**54,000**
Cost to Company(A+B+C)		**40,666**	**5,02,000**
Provident Fund (Employee Contribution)		2,500	30,000
ESIC(Employee Contribution)		230	2,760
Pro. Tax		250	3,000
Take Home		**32,186**	**3,86,240**
Personal Accident Policy		**500000**	
Term Insurance		**500000**	

Camerry
ICE CREAM

05/01/2024

Raniya M V
Muslim Veetil House,
Mammiyoor,
Guruvayoor 680101.

Dear Raniya,

With reference to your application for employment and subsequent interviews you had with us recently, we are pleased to appoint you as **"QC Trainee"** for *Nutricreams Private Limited.*

Your monthly stipend will be Rs. 10,000/- (Rs. Ten Thousand) for three months. Your joining date will be 26-01-2024. You will be on training for a period of three months from the date of joining duty. The management, however, will have the right of extending the training period, if found necessary. On completion of this training if you are found suitable for appointment you will be posted either at our Perumbavoor factory or Vazhakkulam factory.

We welcome you to our world of opportunities and wish you a bright and prosperous career with us.

To accept this offer, please return the duplicate of this letter, duly signed in token of acceptance.

for Nutricreams Private Limited

M E Varghese

Director

I accept the offer of employment

Raniya

Signed by: **Raniya M V**

Ref : HR/Offer/2024 27-02-2024

Offer Letter

Damodar Foods
customized solutions through innovation

To

Mr. Remington L
No.255/3 Masthan St,
Manapparai(Tk), Trichy-621306
Mobile : 9597125564

Dear Mr. L. Remington,

With reference to the application and subsequent discussions had with us, we are pleased to offer you the position as **Quality Control Executive** in our organisation as per the following terms and conditions.

You will be placed at our Factory site, Vedapatti, Coimbatore.

You will be paid a monthly gross salary of Rs.15,000/- and apart from that you will be eligible for all other statutory provisions like PF, Bonus, Leave etc., as applicable to all other employees of the organisation.

You will be on probation for a period of one year.

We are confident you will find this new opportunity both challenging and rewarding.

You are advised to join duty as early as possible but not later than 01st March, 2024. While joining you are hereby advised to submit all the photo copies of certificates like Educational Qualification, Copy of Aadhar Card, Pan Card, Bank SB Account Pass Book and 2 Passport Size Photos.

If the above terms and conditions are acceptable, you are requested to sign and deliver the duplicate copy of this offer letter as token of your acceptance.

With warm regards

Damodar Foods

For DAMODAR FOODS

Partner

Partner

3/4 Sree Annapoorna Farms
Thondamuthur Road, Vedapatti
Coimbatore - 641007
Ph: 0422-2474678
Fax: 0422-2477889
www.damodarfoods.com
info@damodarfoods.com
TIN : 33246204807
CST : 966699
GST No.: 33AAHFD0876G1ZL

Gmail

Sakthivel < sakthisak2@gmail.com>

Offer letter- ABC Fruits Pvt Ltd

Dinesh Kumar <dineshkumar.subramani@abcfruits.net> Tue, 23 April at 14:56
To: sakthisak2@gmail.com <sakthisak2@gmail.com>
Cc: <fthod@hicet.ac.in>, <dillwyn.ft@hicet.ac.in>

Dear Sakthivel S,

We are happy to welcome you into the fold of **ABC Fruits Pvt, Ltd.,** family.

We are pleased to offer you a position as "**Quality Control Trainee**" and the work location will be in Bargur Plant. You are requested to join us on **01 MAY 2024**

We are glad to offer a monthly gross salary of **Rs.41,000.** Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **ABC FRUITS PRIVATE LIMITED**, Bengaluru - Chennai Hwy, Bargur, Tamil Nadu 635104.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organization. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

[Quoted text hidden]

Job Offer Letter

Dear Candidate Mr SANJAY R,

Congratulations! This is to inform you that we are pleased to offer you the full-time position of Quality Checker at SKM Animal Feeds and Foods (India) Private Limited. We are looking forward to having you join us on 01/04/2024.

Owing to the conversation we had, we would like to offer you an Rs 41,000/-. This position reports to Quality Manager. Yours working hours will be a rotational shift basis. The job description is attached herewith for your reference.

Benefits for the position include:

- Benefit A (EPF Coverage)
- Benefit B (ESIC Coverage)
- Benefit C (Bonus)

Yours sincerely,

HR Department.

SKM Animal Feeds And Foods (India) Private Limited.

SF.NO.110/3A &114, Athimarathuvalasu,
Rajampatti-PO,
Palani-TK, Dindigul-DT.-624617.

Mail id: hrcpu@skmpornafoods.com, Contact: 9566655768.

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

APPOINTMENT LETTER

29th October 2023

To,
Mr.Sasidharan N
Mettu Street, Karnai,
Kasaba Karnai, Viluppuram
Tamil Nadu - 605755
Email : sasinarasingan@gmail.com
Mobile : 76048 93415.

Dear Mr.Sasidharan N,

We are pleased to confirm your appointment for the role of Executive - Production & Quality Control role in the company with effect from 1st **November 2023** at **Coimbatore**. The date for joining will be **1st November 2023**.

We welcome you to Vridhi Techno Farms Private Limited and believe that you will enjoy being part of the company as much as we shall cherish our association with you.

As informed, you will be undergoing a training program of 6 Months, i.e., Nov 2023 – April 2024 during which you will be paid a Stipend of Rs.10,000/-, after successful completion of the training you will be absorbed into the company as an employee with Six months of probation.

Please sign the letter as formal acceptance of your appointment in our organization and courier 2 copies of the printed & signed document to our registered office on or before 31st October 2023. We will sign the copies and share one copy of the original with you when you join the office.

Please be informed that any delay in sharing the signed document beyond the specified date will result in this appointment letter as deemed void.

Best Regards,

For Vridhi Techno Farms Private Limited,

Vasukumar Nair
M.D & CEO

Received & Accepted By
Sasidharan N
(Signature & Date)

Enclosed:

1. Annexure I: Compensation Structure
2. Annexure II: Terms of Appointment
3. Annexure III: VTF Joining Form

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

ANNEXURE – I

Compensation Structure

Employee Code: 0023
Employee Name: Sasidharan N
Designation: Executive Production & QC
Location: Coimbatore

Sr. #	Heads	Rs. Monthly	Remarks
1	Basic	10,200.00	
2	House Rent Allowance (HRA)	5,100.00	
3	Conveyance Allowance	680.00	
4	Education Allowance	680.00	
5	Mobile / Internet Allowance	340.00	
6	Other Allowances	-	
7	**Gross Salary (Sr # 1 to 6)**	**17,000**	
8	Profession Tax (Employee contribution)	208.33	*As applicable by State Govt*
9	**Take Home (Sr. # 7- 8 - 9)**	**16,792**	
10	**CTC Finalized (Monthly)**	**16,792**	
11	**CTC (Yearly) Sr. No. 10 x 12**	**201,500**	

Notes:

1. As per the applicability of the Act, PF contribution is voluntary.

Received & Accepted By

Signature & Date

ANNEXURE II

Terms of Appointment

1. **Benefits**
   a. You will be governed by the provisions and applicability of **the Employee Provident Fund Act. Your membership of the Employee Provident will be determined as per the Employee Provident Fund Act.**
   b. **Gratuity:** You will be eligible for Gratuity on completion of five years' service, and you will be subject to the provisions of **Payment of Gratuity Act, 1972.**

2. **Rules and Regulations**
   a. You will also be subject to all such rules and regulations of the company as may be in force from time to time as far as general code of conduct, travel, leave and other issues are concerned.

3. **Notice Period**
   a. The employee contract can be terminated by giving **02 (Two) month** active notice in writing to the company.

4. **Leave Benefits**
   a. You will be entitled to leave and other benefits as per the prevailing rules of the company which are currently **30 (thirty) days** per calendar year. The leave will be calculated on a pro rata basis. Leave rules should be as per the company's policy. (Reference to Company's HRM Policy Ver.5.0)

5. **Transfer**
   a. Your services may be transferred to any other department, branch office or any other establishment anywhere in India at the sole discretion of management. You will be subject to the terms and conditions as applicable at the place of transfer.

6. **Confidentiality**
   a. You will be responsible for maintaining the secrecy and confidentiality of the company's operations and your work and shall not divulge/disclose to anyone the information obtained by you during your employment. The same is applicable with respect to all the intellectual contributions made by you or you had associated with during your service.

7. **Reporting Manager**
   a. You will be reporting functionally for your work responsibilities **to Mr.Rohit.D (Manager Production & Quality)**

8. **Duty Hours**
    a. You will be called upon to attend to your duties as and when required, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and undertake travels as and when necessary.

9. **Others**
    a. The Company will be entitled to terminate your services at any time without any notice in the event of dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the company, or in violation of one or more terms of this appointment.
    b. You shall devote yourself fully to the business/interests of the company and shall not take up any other assignments or work on part-time or any other basis without express permission of the company.

10. **Non-Disclosure and Non-Compete Agreement:**
    a. You shall be bound by non-disclosure and non-Compete agreement as per the terms of your appointment with us.

11. **Declarations**
    a. All the information declared by you being found true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated without any notice.

You are requested to sign a duplicate copy of this letter as a token of your acceptance.

For Vridhi Techno Farms Private Limited,

Mr. Vasukumar Nair
MD & CEO

Received & Accepted By
Sasidharan N
Signature & Date

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

ANNEXURE III

VTF Joining Form – (To be Submitted at the time of Joining)	
NAME OF EMPLOYEE: Sasidharan N	
DEPARTMENT: Production & Quality	DATE OF JOINING:
DESIGNATION:	REPORTING MANAGER:
PAN NO:	
PERMANENT ADDRESS WITH RESIDENTIAL TELEPHONE NO:	
LOCAL ADDRESS WITH TELEPHONE NO:	
Personal MOBILE NO:	
Personal E. MAIL ADDRESS:	
BLOOD GROUP	
EMERGENCY CONTACT NO:	
EMERGENCY CONTACT PERSON:	

CHECK LIST FOR PERSONAL FILE SUBMISSION BY EMPLOYEES

DOCUMENTS	**TICK**	**REMARKS**
Hard Copy of Employee latest Resume with Signatures		
Copies Of Educational & Professional Certificates Relevant to Job Criteria		
Copy of AADHAR CARD (Self Attested)		
Copy of the Driving License (2 / 4-Wheeler) Self Attested		
Copy Of Birth Date Record (Self Attested)		
Past Employment Experience Letter		
Previous Employers Clearance and Relieving Certificate		
Three Passport Size Photographs		
Permanent & Local Address Proof with Photo ID (AADHAR / Passport / PAN Card) Self-Attested		
Documents needed for Opening Salary Account.		
Signed copy of NDA (Non-Disclosure Agreement) and Confidentiality Agreement and Employment Contract.		

Signature of Employee	Signature of HR Coordinator

Intersnack

Date: 23rd February 2024

To

Name: **Ms. Shree Swedhaa K**
Address 1: 38, C-2, Thammanan Street B,
Address 1: Komarapalyam.
Mobile No: 8838698665
Email ID: swedhaakshree50@gmail.com

Dear Ms. Shree Swedhaa K,

We are pleased to offer you an employment at Intersnack Cashew India Private Ltd at Quality from March 2024. You are advised to complete the task under the direct supervision of Mrs. Shanmugavadivu, Quality Manager, of our organization.

Your job timing will be from 9 A.M. to 05.30 P.M. Regularity is expected during your tenure at this organization.

You will be paid a consolidated payment of Rs 40,900/-per month.

Best Regards,

For Intersnack Cashew India Private Limited,



Ramapriyan N
(Finance Director)

Gmail

Sridharan < sridharann007@gmail.com>

Offer letter- ABC Fruits Pvt Ltd

Dinesh Kumar <dineshkumar.subramani@abcfruits.net> Tue, 23 April at 15:05
To: sridharann007@gmail.com <sridharann007@gmail.com>
Cc: <fthod@hicet.ac.in>, <dillwyn.ft@hicet.ac.in>

Dear Sridharan T,

We are happy to welcome you into the fold of **ABC Fruits Pvt, Ltd.,** family.

We are pleased to offer you a position as "**Quality Control Trainee**" and the work location will be in Bargur Plant. You are requested to join us on **01 MAY 2024**

We are glad to offer a monthly gross salary of **Rs.41,000.** Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **ABC FRUITS PRIVATE LIMITED**, Bengaluru - Chennai Hwy, Bargur, Tamil Nadu 635104.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organization. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

[Quoted text hidden]

Value Ingredients
Innovating Spices

VALUE/HR/2024/OFF-102

July 04, 2024

To

Ms. Swetha A,

16b/37 Thimmarayar st,

New hotel st, Jolarpettai,

Tirupattur (DT) - 635851

Subject- Offer letter

Dear Ms. Swetha A,

With reference to your application and further to the interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee – Quality Control** in our Organization, Value Ingredients Private Limited based in Chennai. The position reports to the concerned department Head.

1. Details of your remuneration and terms and conditions are as follows:

Name		Swetha A	
Position		Trainee - Quality Control	
Annexure - 1 (Compensation details)			
A	**Component A**	**Monthly**	**Annually**
1	Basic	9000	108000
2	HRA	5400	64800
3	Conveyance Allowance	1800	21600
4	Other Allowance	1800	21600
	Monthly Gross Total	18000	216000
B	**Component B**		
1	ESI-3.25% (Employer Contribution)	585	7020
2	PF 12%(Employer Contribution)	1080	12960
3	Variable Bonus	1250	15000
	Sub Total	**2915**	**34980**
	Yearly -CTC	20915	250980

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JUBILANT FOODWORKS

Domino's Pizza · DUNKIN' DONUTS · popeyes · EKDUM! · HONG'S KITCHEN

Mr. SYAMJITH V S

Date: 15-May-2024

Address- Vellangazhi valapil(h) mookuthala, pidavanoor(po) Ponnani.

Dear Mr. SYAMJITH VS,

This has reference to your request for providing Training in our organization and the subsequent discussions you had with us. We are pleased to engage you as **"GRADUATE APPRENTICE TRAINEE -" under National Apprentice Training Scheme (NATS)** for our Factory on the terms and conditions discussed with you. The Apprentice training period is 1 Year from your date of joining subject to satisfactory performance and conduct.

	Description	Monthly	Qtr. Attendance award and Retention Bonus
A	Monthly Stipend	17000	
B	Living Allowance	1500	
C	Quarterly attendance award	1000	* RS-3000/- Attendance award Paid Per Quarter.
D	Yearly Retention Bonus	500	* Rs-6000 /-Paid Yearly, In Last Month Stipend after Apprenticeship Completion.
A+B+C+D	**Total Monthly Stipend Cost**	**20000**	
A+B	**Monthly Stipend Cash In hand**	**18500**	

You will be paid a **Monthly Stipend and Allowances** given above during the Training period.

You are advised to report on or before **23-May-2024** at **10:00 AM at** the following address:

Jubilant FoodWorks Limited

Plot-58 Adinarayana Hosahali Doddaballapur Bangalore Rural Karnataka-561203

Please contact at our Factory, for completing the joining formalities.

Please arrange to produce the following documents in original and a photocopy at the time of joining:

1. High School / Sr. Secondary Examination Certificate / Mark sheet.
2. B. Tech, BE Degree and Mark sheet. / any other examination.
3. Aadhar Card and Pan Card.
4. 5 Color passport size photographs.
5. Cancel cheque / Bank Detail.
6. Vaccination certificate with all three doses.

Please note that this is a letter of Intent only, the apprentice needs to get the contract registered with Apprenticeship Advisor.

This offer is valid only if you are found medically fit & join on or before the above mentioned joining date, failing which it shall stand automatically withdrawn.

Thanking You

For Jubilant FoodWork Limited

Amar Deep Yadav

DGM- Human Resources

Hatsun Agro Product Ltd.
Registered Office:
No.41 (49), Janakiram Colony Main Road,
Janakiram Colony, Arumbakkam,
Chennai - 600 106, Tamil Nadu, India.
E: info@hap.in | www.hap.in
CIN: L15499TN1986PLC012747

Corporate Office:
No 14, TNHB 'A' Road,
Sholinganallur, Chennai - 600 119,
Tamil Nadu, India.
P: +91 44 2450 1622
F: +91 44 2450 1422

HAP

25/04/2024

Dear **Tejaswini V M**

Sub : Offer Letter

Greetings from **HAP!!!**

Further to the discussions you had with us, we are pleased to offer you the position of "**Food Technology Trainee "** in the **Production - Ice Cream** department. Your place of work will be in **Salem Plant** & you may be required to travel anywhere in India based on the exigency of work. Your formal appointment order will be issued upon joining.
At the time of joining, you are requested to produce the following documents:

1. Photocopies of your educational qualification certificates (Please produce the original certificates at the time of joining for verification)
2. Age proof (Birth certificate/School certificate) & 3 recent passport size photographs.
3. Appointment letter, latest increment letter, experience certificate, relieving, letter from your current employer and previous Company PF/UAN number
4. Copies of Aadhar Card, valid Driving License (If applicable) and Pan card
5. Fitness Certificate from a Registered Medical Practitioner & Professional reference letter
6. Family Photo, if covered under ESI
7. Bank Passbook & cancelled cheque.

We request your acceptance and expected joining date by mail on or before **22/05/2024**. Please note that the above offer is invalid after 25/04/2024.
Looking forward to a long-term association, which will be mutually beneficial.

Yours truly,
for **Hatsun Agro Product Ltd.,**

Venkateswaran S
Deputy General Manager – HR
Encl: Salary Structure

HAP

Annexure to Offer Letter Dated 25/04/2024

Name	**Tejaswini V M**
Designation	Food Technology Trainee
Department	Production - Ice Cream
Location	Salem Plant
Level	Food Technology Trainee - FTT

S.No	Salary Component	Salary Structure (Monthly)
1	Basic	13,440.00
2	HRA	6,914.00
3	Food Coupon	
4	Special Allowance	10,640.00
5	LTA Reimbursement	
6	Dress Reimbursement	
7	Educational Reimbursement	
Sub Total-A		30,994.00
8	Birth day Gift	
Sub Total-B		
Statutory Benefits		
9	PF	1,800.00
10	Gratuity	406.00
Sub Total-C		3,606.00
CTC- Per Month		34,600.00
CTC Annually		INR 4,15,200.00

Note : The salary structure, both monthly and annual is subject to change. However, the total CTC will remain the same. Further to the above, you and your family will be covered under Group Mediclaim & Group Personal Accident policy as per the company norms.

For Hatsun Agro Product Limited

Venkateswaran S
Deputy General Manager - HR

Hatsun Agro Product Limited

Intersnack

Date: 23rd February 2024

To

Name: **Ms. Tharani Sree A**
Address 1: 5A/425 Caldwell Colony,
Address 1: 3rd Street, Thoothukudi-628008.
Mobile No: 6385622592
Email ID: sreetharani74@gmail.com

Dear Ms. Tharani Sree A,

We are pleased to offer you an employment at Intersnack Cashew India Private Ltd at Quality from March 2024. You are advised to complete the task under the direct supervision of Mrs. Shanmugavadivu, Quality Manager, of our organization.

Your job timing will be from 9 A.M. to 05.30 P.M. Regularity is expected during your tenure at this organization.

You will be paid a consolidated payment of Rs 40,900/-per month.

Best Regards,

For Intersnack Cashew India Private Limited,



Ramapriyan N
(Finance Director)

Dear **Thiruneelavasan T**

4th May 2024

CAREER OFFER

CONGRATULATIONS!

With reference to your application for a Career at HEMA's ENTERPRISES PVT LTD and our subsequent discussions, we are delighted to offer you the full-time position of **Technical Officer** with a Starting Annual Compensation (CTC) of **Rs.5,02,000/- (Indian Rupees Five lakhs two thousand only).** The anticipated start date of engagement, commencing with on-boarding shall be **6th May 2024** at 9am.

This offer is contingent upon your successful completion of pre-on boarding processes including antecedent check and document verification. As an employee of HEPL, you will have access to our Comprehensive Benefits Program, details of which are attached along with Salary breakup for your reference in the Annexure.

During your employment your services may be terminated at anytime by either party giving 45 days notice in writing or gross pay equivalent in lieu of the notice. Management shall have discretion to insist upon serving such notice or to accept notice pay in lieu of notice period.

You may reach out to the following for addressing any of your queries or concerns.

Interface/Point Of Contact	Name	Official Email Id
Reporting Person	Sathish S	ssathish@cavinkare.com
Onboarding Buddy	Pretha	Pretha.P@Hepl.Com

We look forward to hearing from you and hope to see you onboard soon!

For HEMA's ENTERPRISES PVT LTD

RAMESHPR

HR-HEAD

Annexure1: LIST OF DOCUMENTS TO BE SHAREDWITH PRE-ONBOARDING TEAM
Annexure2: DETAILS OF OFFER COMPENSATION & BENEFITS

ANNEXURE1

LIST OF DOCUMENTS TO BE SHARED WITH ONBOARDING TEAM

(Prior to Anticipated Start Date)

You are required to furnish copies and originals of the following documents on the date of joining:

1. Qualification (Graduation, Post Graduation,Professional etc.)
2. Date of Birth (Birth Certificate or 10th Std. marksheet)
3. Experience (Any document pertaining to previous employments e.g. Service Certificate)
4. Last compensation package (Form16, salary slip or annual pay revision letter)
5. Relieving Letter
6. Blood group proof (Medical certificate or blood donation card)
7. PAN Card & Aadhaar Card
8. Driving License/Voters ID/PANCard/Passport for IDProof
9. Cancelled Cheque Leaf

ANNEXURE 2
DETAILS OF OFFER COMPENSATION & BENEFITS

Name:	Thiruneelavasan T	**Band:**	Band 7
Department:	Production	**Grade:**	7B
BU:	HEPL	**Date of joining:**	06-05-2024
Location:	Kanchipuram	**CTC proposed:**	5,02,000
COMPONENTS		**PM**	**PA**
MONTHLY(A)			
Base Pay		20,833	2,50,000
House Rent Allowance		8,333	1,00,000
Special Allowance		6,000	72,000
Gross Salary(A)		**35,166**	**4,22,000**
VARIABLE(B)			
Bonus (Annual Payout)		1,000	12,000
		1,000	**12,000**
RETIRALS(C)			
Provident Fund (Employer Contribution)		2,500	30,000
ESIC(Employer Contribution)		1,000	12,000
Gratuity		1,000	12,000
		4,500	**54,000**
Cost to Company(A+B+C)		**40,666**	**5,02,000**
Provident Fund (Employee Contribution)		2,500	30,000
ESIC(Employee Contribution)		230	2,760
Pro. Tax		250	3,000
Take Home		**32,186**	**3,86,240**
Personal Accident Policy		**500000**	
Term Insurance		**500000**	

Offer Letter - SCIENTEX

7 messages

Gowthami Vishal <hr@scientexmedtech.com> Fri, 23 Feb, 2024 at 1:52 pm
To: varuns2024@gmail.com
Cc: thambiraj@scientexmedtech.com, balaji@scientexmedtech.com, nivedha.bme@hicet.ac.in, BME HOD BME <bmehod@hicet.ac.in>

Dear Varun S**,**

We are happy to welcome you into the fold of **SCIENTEX** family.

We are pleased to offer you a position as "**Scientific Program Trainee**" and the work location will be in Chennai. You are requested to join us on **04 MAR 2024**

We are glad to offer a monthly gross salary of **Rs. 18000** for the training period. Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **SCIENTEX MEDTECH PRIVATE LIMITED**, RR TOWER 4,A-16 & A-17,Ground Floor,T.V.K. Industrial Estate,Guindy,Chennai-600 032 .

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organisation. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

--
Gowthami Vishal
HR Manager
Scientex Medtech Pvt Ltd

[Quoted text hidden]

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

APPOINTMENT LETTER

29th October 2023

To,
Mr. Vinith S
3-117, South Street,
Melavalai Seshasamuthiram Seshasamudram Periavarsili,
Trichy, Tamil Nadu
Email : viniths@gmail.com
Mobile : 63820 78857.

Dear Mr. Vinith S,

We are pleased to confirm your appointment for the role of Executive - Production & Quality Control role in the company with effect from 1st **November 2023** at **Coimbatore**. The date for joining will be **1st November 2023**.

We welcome you to Vridhi Techno Farms Private Limited and believe that you will enjoy being part of the company as much as we shall cherish our association with you.

As informed, you will be undergoing a training program of 6 Months, i.e., Nov 2023 – April 2024 during which you will be paid a Stipend of Rs.10,000/-, after successful completion of the training you will be absorbed into the company as an employee with Six months of probation.

Please sign the letter as formal acceptance of your appointment in our organization and courier 2 copies of the printed & signed document to our registered office on or before 31st October 2023. We will sign the copies and share one copy of the original with you when you join the office.

Please be informed that any delay in sharing the signed document beyond the specified date will result in this appointment letter as deemed void.

Best Regards,

For Vridhi Techno Farms Private Limited,

Vasukumar Nair
M.D & CEO

Received & Accepted By
Vinith S
(Signature & Date)

Enclosed:

1. Annexure I: Compensation Structure
2. Annexure II: Terms of Appointment
3. Annexure III: VTF Joining Form

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

ANNEXURE – I

Compensation Structure

Employee Code: 0025
Employee Name: Prasanakumar Daniel
Designation: Executive Production & QC
Location: Coimbatore

Sr. #	Heads	Rs. Monthly	Remarks
1	Basic	10,200.00	
2	House Rent Allowance (HRA)	5,100.00	
3	Conveyance Allowance	680.00	
4	Education Allowance	680.00	
5	Mobile / Internet Allowance	340.00	
6	Other Allowances	-	
7	**Gross Salary (Sr # 1 to 6)**	**17,000**	
8	Profession Tax (Employee contribution)	208.33	*As applicable by State Govt*
9	**Take Home (Sr. # 7- 8 - 9)**	**16,792**	
10	**CTC Finalized (Monthly)**	**16,792**	
11	**CTC (Yearly) Sr. No. 10 x 12**	**201,500**	

Notes:

1. As per the applicability of the Act, PF contribution is voluntary.

Received & Accepted By

Signature & Date

ANNEXURE II

Terms of Appointment

1. **Benefits**
   a. You will be governed by the provisions and applicability of **the Employee Provident Fund Act. Your membership of the Employee Provident will be determined as per the Employee Provident Fund Act.**
   b. **Gratuity:** You will be eligible for Gratuity on completion of five years' service, and you will be subject to the provisions of **Payment of Gratuity Act, 1972.**

2. **Rules and Regulations**
   a. You will also be subject to all such rules and regulations of the company as may be in force from time to time as far as general code of conduct, travel, leave and other issues are concerned.

3. **Notice Period**
   a. The employee contract can be terminated by giving **02 (Two) month** active notice in writing to the company.

4. **Leave Benefits**
   a. You will be entitled to leave and other benefits as per the prevailing rules of the company which are currently **30 (thirty) days** per calendar year. The leave will be calculated on a pro rata basis. Leave rules should be as per the company's policy. (Reference to Company's HRM Policy Ver.5.0)

5. **Transfer**
   a. Your services may be transferred to any other department, branch office or any other establishment anywhere in India at the sole discretion of management. You will be subject to the terms and conditions as applicable at the place of transfer.

6. **Confidentiality**
   a. You will be responsible for maintaining the secrecy and confidentiality of the company's operations and your work and shall not divulge/disclose to anyone the information obtained by you during your employment. The same is applicable with respect to all the intellectual contributions made by you or you had associated with during your service.

7. **Reporting Manager**
   a. You will be reporting functionally for your work responsibilities **to Mr.Rohit.D (Manager Production & Quality)**

8. **Duty Hours**
    a. You will be called upon to attend to your duties as and when required, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and undertake travels as and when necessary.

9. **Others**
    a. The Company will be entitled to terminate your services at any time without any notice in the event of dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the company, or in violation of one or more terms of this appointment.
    b. You shall devote yourself fully to the business/interests of the company and shall not take up any other assignments or work on part-time or any other basis without express permission of the company.

10. **Non-Disclosure and Non-Compete Agreement:**
    a. You shall be bound by non-disclosure and non-Compete agreement as per the terms of your appointment with us.

11. **Declarations**
    a. All the information declared by you being found true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated without any notice.

You are requested to sign a duplicate copy of this letter as a token of your acceptance.

For Vridhi Techno Farms Private Limited,

Mr. Vasukumar Nair
MD & CEO

Received & Accepted By
Sasidharan N
Signature & Date

VRIDHI TECHNO FARMS PRIVATE LIMITED

(Nutrition Support with a Social Mission)

ANNEXURE III

VTF Joining Form – (To be Submitted at the time of Joining)	
NAME OF EMPLOYEE: Sasidharan N	
DEPARTMENT: Production & Quality	DATE OF JOINING:
DESIGNATION:	REPORTING MANAGER:
PAN NO:	
PERMANENT ADDRESS WITH RESIDENTIAL TELEPHONE NO:	
LOCAL ADDRESS WITH TELEPHONE NO:	
Personal MOBILE NO:	
Personal E. MAIL ADDRESS:	
BLOOD GROUP	
EMERGENCY CONTACT NO:	
EMERGENCY CONTACT PERSON:	

CHECK LIST FOR PERSONAL FILE SUBMISSION BY EMPLOYEES

DOCUMENTS	**TICK**	**REMARKS**
Hard Copy of Employee latest Resume with Signatures		
Copies Of Educational & Professional Certificates Relevant to Job Criteria		
Copy of AADHAR CARD (Self Attested)		
Copy of the Driving License (2 / 4-Wheeler) Self Attested		
Copy Of Birth Date Record (Self Attested)		
Past Employment Experience Letter		
Previous Employers Clearance and Relieving Certificate		
Three Passport Size Photographs		
Permanent & Local Address Proof with Photo ID (AADHAR / Passport / PAN Card) Self-Attested		
Documents needed for Opening Salary Account.		
Signed copy of NDA (Non-Disclosure Agreement) and Confidentiality Agreement and Employment Contract.		

Signature of Employee	Signature of HR Coordinator

Gmail

Vinithkumar < vinikk222@gmail.com>

Offer letter- ABC Fruits Pvt Ltd

Dinesh Kumar <dineshkumar.subramani@abcfruits.net> Tue, 23 April at 14:59
To: vinikk222@gmail.com <vinikk222@gmail.com>
Cc: <fthod@hicet.ac.in>, <dillwyn.ft@hicet.ac.in>

Dear Vinithkumar K,

We are happy to welcome you into the fold of **ABC Fruits Pvt, Ltd.,** family.

We are pleased to offer you a position as "**Quality Control Trainee**" and the work location will be in Bargur Plant. You are requested to join us on **01 MAY 2024**

We are glad to offer a monthly gross salary of **Rs.41,000.** Your dedication and performance during this period will be taken into consideration, and based on your performance, there will be a salary increase in the upcoming months.

Kindly report to the office at **ABC FRUITS PRIVATE LIMITED**, Bengaluru - Chennai Hwy, Bargur, Tamil Nadu 635104.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world premier organization. We assure you of our support for your professional development and growth.

Kindly reply to this mail as a token of acceptance of your appointment.

[Quoted text hidden]

INSTITUTION'S INNOVATION COUNCIL (Ministry of HRD Initiative)

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST

HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for Event organized

Name of the Faculty: **Mr.V.Saravana Kumar & Mr.M.M.Jegan.**	
Department : **Aeronautical Engineering & Mechatronics Engineering**	Designation : **Assistant Professor**
Name of the Event: "Innovation Contest" (Developing Online Repository of Business Plan/Prototypes Developed and Way forward plan)	
Level : **College Level**	
Venue / Mode: **Tagore Auditorium / HICET**	
No. of Days : 1- DAY	Dates : 30.08.2023 WEDNESDAY (09.50 Am to 04.00 Pm)
Funded by : NIL	
No. of Participants : Students: 16 NO,S (8 TEAMS)	Registration charges (if any) :nil

Objective:

An innovation challenge, or an innovation competition, is a compelling way of generating innovative ideas. Participants are asked to generate ideas for creating new or improving products, processes, services or customer experience and remain engaged as the challenge progresses.

Outcome :

The extent to which a firm's objectives are met and the broader effects of innovation on other organisations, the economy, society, and the environment.

HINDUSTHAN COLLEGE OF ENGG & TECH

Remarks and Feedback on the Event:

Innovation competitions help organizations get out of their innovation bubble and look for alternative sources of idea inspiration.

Plan of Implementing in HiCET (if any) :

Similar programmes will be organised to promote Successful Innovators

V. Saravanan

Signature of the Faculty

HoD

Principal

PRINCIPAL
Hindusthan College Of Engineering
COIMBATORE - 64

HINDUSTHAN COLLEGE OF ENGG & TECH · CBE · TN

Photographs of Event





HINDUSTHAN COLLEGE OF ENGG & TECH

Geo Tagged Photographs of Event





HINDUSTHAN COLLEGE OF ENGG & TECH · CBE · TN

Category: IIC - Driven Activity
Name of Student Coordinator: Mr D.Sathya narayanan
Weather Event Brochure / Invitation Published in Social Media : Yes
If Yes, Mention Link details: https://www.facebook.com/hicethindusthan/photos/a.2144701932498691/27800065923 01552/



HINDUSTHAN COLLEGE OF ENGG & TECH

M.S.V. CONSTRUCTION

MELSATHAMPUR (P.O)
NADANTHAI (Via)
PARAMATHI - VELUR (Tk.)
NAMAKKAL (Dt.)

CELL : 94433 51681
GSTIN : 33ABKFM9986E1ZQ

Date : 19.01.2024

OFFER LETTER

Dear **Aanand V,**

Congratulations! We are pleased to confirm that you have been selected to work for **MSV Construction, Namakkal**. Your date of joining be on or before 20.01.2024.

The position we are offering you is that of **Site Supervisor-Intern.**

During Intern Training, You will be paid a Monthly Stipend as **INR 10000/- per month.**

Your detailed reporting requirements, duties, and responsibilities will be shared on the date of joining.

- **Work Location: Paramathi**
- **Reporting Time: 9.00 AM.**

Your formal letter of appointment will be issued to you on the completion of two months training with the company, which will contain all the terms of your employment.

Kindly return a duplicate copy of this letter, duty signed by you, by way of acknowledgement and acceptance of the offer.

Best Regards,

For M.S.V. CONSTRUCTION,

Managing Partner

VME PRECAST PRODUCTS
No.370, Church Road, Mogappair East,
Arihant Esta, 2G2, 2nd floor, Chennai - 600037.
Phone : 044 27172133 / 9445417830
E-mail: hr@vmeprecastproducts.com
Website: www.vmeprecast.co.in

Date: 01.03.2024

ABIN AUGUSTINE
Kuttickattu H, Rajamudi Post, Idukki, Kerala – 685 604.
Email ID: abinaugustine103@gmail.com
Mobile No: 6238057416

Dear Abin Augustine,

We are pleased to offer you the position of Trainee Engineer at VME PRECAST PRODUCTS. Congratulations on successfully completing the selection process and demonstrating your skills and potential during the interview.

Position: Trainee Engineer
Department: Planning
Location: No.124, Eraiyur Road, Vallam Village, Sriperumbudur Tk, Kanchipuram – 602105.
Start Date: 01.03.2024
Salary: Rs.13,000 Per Month
Reporting To: Planning Manager

Job Responsibilities:
1. Assist in designing, developing, testing, and implementing engineering projects.
2. Collaborate with senior engineers and project managers on various technical tasks.
3. Learn and apply engineering principles to solve real-world problems.
4. Co-ordinate with all the production team & Site team for all the production activities.
5. Follow company policies, procedures, and safety regulations at all times.

Employment Terms:
- This is a full-time position with VME PRECAST PRODUCTS.
- Your initial probation period will be 3 Months, during which your performance will be evaluated.
- You will be entitled to 12 days of paid annual leave per year, which can be availed after completion of the probation period.

Please review this offer letter carefully. If you accept our offer, please sign and return a copy to us. If you have any questions or need further clarification, feel free to contact HR Department.

We look forward to welcoming you to VME PRECAST PRODUCTS and wish you a successful and fulfilling career with us.

Sincerely,

VME PRECAST PRODUCTS CHENNAI 600 037

For VME PRECAST PRODUCTS

I, Abin Augustine, accept the offer for the position of Trainee Engineer at VME PRECAST PRODUCTS under the terms and conditions outlined in this offer letter.

Signature: _____

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. Babin Ram.S.T,
S/o. Mr.Sekar.R,
13/89A, Vellivilagam,
Kanniyakumari– 629165.

Dear Mr. Babin Ram.S.T,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear DHANISH S

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre-employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

a) Educational Certificates (10th to highest degree of qualification)
b) PAN Card, AADHAR Card, and any other Residential Address Proof.
d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

MOHANKUMAR
CONSTRUCTIONS

Mohankumar Constructions Pvt Ltd

Date: 16.04.2024

OFFER LETTER

Dear **DINESH K,**

With reference to your interview held with us on 26.03.2024, We are glad to inform you that you are being considered for **SITE ENGINEER** under the following terms and conditions.

I with reference to our discussions, we ae pleased to offer you appointment in our organizations as **SITE ENGINEEER**

After selection you will be an probation for a period of 6 months. Further your salary will be 15,000 INR per month in the probation period of 6 months thereafter your salary will be increased by 10 percent.

Date of Joining : 1st week of June 2024. Working time : 9.00 am to 05.00 pm

As a token of acceptance sign the duplicate copy of this letter and return it to us for official records

Er. Mohan Kumar
No.55, First floor,
Ambedkar Nagar, Kolathur,
Chennai, Tamil Nadu – 600099
Mobile : +91 73050 26741
Email : info@mohankumarconstructions.in

I hereby declare that I have read and understood all the above mentioned details in this offer and are accepted to me.

SIGNATURE OF APPLICANT

Dhanam Infra Private Limited

Offer Letter

Date: 05-06-2024

To

Mr. GOWTHAMAN.K,
No.292/1, Main road,
Mal.Subbarayapuram,
Mallur,
Ariyalur - 621704.
Cell- 78679 54710.

Dear Mr. Gowthaman.K,

With reference to your application and subsequent Interview you had with us on 27-04-2024, we are pleased to appoint you, subject to the following -

Job Details -

1. Post - Area Incharge - Assistant
2. Rank - JE
3. Gross Salary - Rs. 15,000 / Month
4. Project - VK
5. Job Location - Valluvar kottam-Chennai
6. Date of Joining - 06-06-2024

Reporting Authority -

1. Name - **Mr. A.Arun Kumar**
2. Rank - Junior Officer
3. Post - Project Incharge
4. Contact Number - 76959 51423

Notes –

1. Passport size photo – 1 No
2. Aadhar Card & PAN Card Copy is mandatory.
3. Original Degree Certificate is mandatory for verification and copy of the same should be submitted.
4. Bank Passbook – First Page Copy
5. All the Documents mentioned above should be submitted on the Date of Joining
6. Your Appointment is subject to Acceptance of "Conditions of Service".

We look forward to have fruitful collaboration with you in future.

For DHANAM INFRA PVT LTD

DHANAM INFRA PRIVATE LIMITED Chennai 600 037

05/06/2024

AARTHI.S
Human Resource Management

KANDHAN CONSTRUCTION CHEMICALS PVT. LTD.,
Site No.98, TMS Rajayoga Nagar, Veerakeralam, Coimbatore – 641007.
+91 8122364742, +91 8122364743 kandhan.cc@gmail.com
CIN – U46691TZ2023PTC028057 | GSTIN – 33AAKCK1338G1ZQ

OFFER LETTER

15-02-2024

To,

Mr. A. Mano Bala,

S/o, C. Arumugam,

289/2, Yoga Vinayagar Koyil St, Seelayampatti, Theni – 625515.

Mobile No.: +91 8754279416

Dear,

Sub: **Job offer letter for the position of Site Supersior**.

Based on your experience and interview performance, **M/s. Kandhan Construction Chemicals Pvt Ltd** has selected you for the post of Site Supervisor. It is our utmost pleasure to welcome you aboard.

Roles & Responsibilities:

- To ensure that a number of tasks are carried out on site with regard to Safety, Environment and Efficiency.
- To assist the workers and site in charge with the efficient and effective running of the site.
- Maintain a register of operatives and staff on site detailing.
- Ensure all paperwork and maintain a site diary, site correspondence file and photographic record of the project.
- Maintain proper Engineering work in all over site activities.
- Manage Client side Engineers with proper response.

Salary:

Basic	: Rs. 9,000
Transportation	: Rs. 3,000
Food & Overtime Allowance	: Rs. 3,000
Total Salary	: Rs. 15,000

We shall initially offer you a remuneration of Rs.15000 per month. It is subject to be revised based on your performance.

Authorized Dealer For,

KANDHAN CONSTRUCTION CHEMICALS PVT. LTD.,
Site No.98, TMS Rajayoga Nagar, Veerakeralam, Coimbatore – 641007.
+91 8122364742, +91 8122364743 kandhan.cc@gmail.com
CIN – U46691TZ2023PTC028057 | GSTIN – 33AAKCK1338G1ZQ

Terms & Condition:

Hours of Work: 10 hours per day.

Leave Terms: Sunday(afternoon) will be holiday. In case of any emergency, Leave shall be granted in presence of medical certificate/proper reason.

Resignation: If you resign for any personal reason prior to the completion of 2 (Two) Years of service you will require to refund any other expenses incurred by the employer.

Termination Terms: If you will be terminated due to fraud or for not complying with your commitments and violating the rules and regulations of the company, you will be required to pay above mentioned expenses. Employee may terminate the contract by giving 2 months' notice in writing If there is genuine reason but should continue service until alternate arrangement are made.

Code of Conduct: Should serve the employer sincerely and diligently. Should cooperate with colleagues and shall help them in necessary. All company matters should be kept confidential. Should not get involved in political affairs contradicting to the Indian Government policies.

If you are interested in this offer then, please show us your intentions by sending us a signed copy of this letter. Looking forward to welcoming you to our group.

Sincerely,

Director,

M/s. Kandhan Construction Chemicals Pvt. Ltd.

With the signature below, I accept this offer for employment.

_____ _____

Name & Signature: Date:

Authorized Dealer For,

26

BPO Integra India Private Limited

Sub: Letter of Appointment

Dear **Mr.Nidhul.P.K**

With reference to your job application at our concern and as per the subsequent interview you had with us, we are pleased to offer you the post of **"Trainee"** at **BPO Integra India Private Limited, Coimbatore** on the following terms and conditions:

Your appointment will commence from **04-November-2024.**

Your place of posting will be currently at **Coimbatore**. You will be liable to work in shifts.

1. You will initially be on probation for a period of Six months. During the period of probation, your performance and other antecedents will be thoroughly assessed/evaluated by your superiors. If the performance and other antecedents are not satisfied with us, the probation period may be extended for a period of Three months, only on satisfactory completion of your initial/ extended probationary period, you will be confirmed in the regular services of the company on such terms and conditions as decided by the company. You are liable to be transferred to any of our establishments/associates or subsidiaries as and when required by the Company within India or abroad.
2. Leave shall be taken only with prior permission and approval. If you are absent from work without permission, there will be deduction in your fixed pay. Only in exceptional circumstances, your leaves will be approved. SL can be carry forwarded once you complete 5th anniversary upto maximum of 6 days.
3. You will be bound to work in shift that is allocated to you at the time of interview.
4. You will work for standard 8hrs of production. Your attendance will be tracked through Handdy software.
5. Your break time is one hour.
6. You are eligible to be a member of the Employee's Provident Fund in accordance with rules applicable thereto.
7. You are eligible to be a member of the Employee state insurance in accordance with rules applicable thereto.
8. Your service will be governed by the rules of the company, which are either framed or amended from time to time or in force for the time being.
9. The official medium of communication shall be English. All communication written or oral within the premises with clients and other staff excluding office assistants, housekeeping and security shall be in English. This is on account of the company's clients being from English speaking countries and the consequent need for staff to attain a high standard in communication through English. The usage of language as stated herein is aimed to enhance and create an atmosphere for such enhancement, which is necessary for business efficiency and success.
10. You shall turn yourself neatly, modestly and timely for work and shall refrain from use of tobacco, alcohol or other toxic and narcotic substances during work and shall conduct yourself decently in the course of work and the Company's activities.

Offer accepted
Nidhul.

Read and understood
Nidhul.

11. You will be a faithful employee of the Company in all matters and shall not at any time, use your best endeavor to prevent the publication or disclosure of any information, technical data, financial and accounting data, trade secrets or know-how which may come to your knowledge.

12. Further, you will not give anyone, by word of mouth or otherwise, any particulars or details of our business processes, technical know-how, security arrangements, administrative and / or organizational matters whether confidential, secret or otherwise which you acquire during the course of your employment at any time, while in employment or afterwards or other information that you will come across in the course of your employment.

13. That during the period of your employment, you will not work directly or indirectly for any other person, firm or company, either with or without remuneration, nor will you engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

14. If at any time during your employment you are found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this Appointment Letter or rules or dereliction of duties, disobedience of the instructions given to you from time to time, the management may, without any notice or payment, in lieu of notice, put an end to your services and determine the employment with the company. You would have deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services, and in addition you shall be liable for all losses, damages to the company.

15. Deliberately making false, vicious or malicious statement in public or media otherwise against management or any officer or employee of the company.

16. Loitering, wasting time during working hours or in any way making preparation to go away before the close of the working hours

17. Refusal to work in other PC of the same type and or work of similar nature in another department not affecting the wages and status.

18. You should not refuse to come to office or meet officials as and when required in connection with employment.

19. You shall bear your own taxation, which shall be deducted, from your salary, and/or other dues as per standards.

20. The written notice of termination of this contract of employment will be one-month prior notice or one-month gross salary in lieu of during probation period, Upon Completion of probation, notice will be two months or two-months gross salary. Upon Completion of one year, notice will be three months or three-months gross salary. The decision is at the discretion of the management.

21. In case of not serving notice period you will not be permitted to receive the relieving order,service certificate and salary certificate if you fail to work in the notice period.

22. The management reserves the right to deduct, as liquidated damages, an amount equal to one month gross salary from any amount that may be due to you and if the same is not available or is insufficient then the management shall have the right to recover such amount as found due from you in any manner deemed fit.

Read and understood

BPO Integra India Private Limited

23. Computers, other equipment, accessories, records of the company in your possession or use, shall be carefully returned to the company, in the event you choose to or are terminated from the services of the company. If you fail to handover the company properties , the company may file a case against you for recovery of the company properties and you are liable to pay damages.

24. You shall be regulated by the general terms and conditions of employment given in the Annexure to this letter in addition to oral/written instructions, office orders, rules and regulations and such other practices, systems, policies and procedures of the Company as may be in vogue and as may be communicated from time to time.

25. You shall communicate to the Company promptly any change in your personal address and phone numbers or in nomination that you may have made in connection with PF, ESI etc.

26. You shall maintain confidentiality about your remuneration.

27. Please signify your acceptance by signing and returning the duplicate copy of this letter. Thanking you,

Yours Truly,

For BPO Integra India Pvt Ltd.,

Radika

Deputy Director - Human Resources.

Encl:

Annexure : A

Annexure: B

Annexure : C

Read,Understood & Accepted

(Employee Name & Signature)

[NIDHUL.P.K]

Salary : 22,000/-

Read and understood

A Member of NASSCOM

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear SATWIKA K A

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre–employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

a) Educational Certificates (10th to highest degree of qualification)
b) PAN Card, AADHAR Card, and any other Residential Address Proof.
d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear SELVA PUVANESH K

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre-employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

a) Educational Certificates (10th to highest degree of qualification)
b) PAN Card, AADHAR Card, and any other Residential Address Proof.
d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

BPO Integra India Private Limited

Sub: Letter of Appointment

Dear **Mr.Sreehari.H**

With reference to your job application at our concern and as per the subsequent interview you had with us, we are pleased to offer you the post of **"Trainee"** at **BPO Integra India Private Limited, Coimbatore** on the following terms and conditions:

Your appointment will commence from **04-November-2024.**

Your place of posting will be currently at **Coimbatore.** You will be liable to work in shifts.

1. You will initially be on probation for a period of Six months. During the period of probation, your performance and other antecedents will be thoroughly assessed/evaluated by your superiors. If the performance and other antecedents are not satisfied with us, the probation period may be extended for a period of Three months, only on satisfactory completion of your initial/ extended probationary period, you will be confirmed in the regular services of the company on such terms and conditions as decided by the company. You are liable to be transferred to any of our establishments/associates or subsidiaries as and when required by the Company within India or abroad.
2. Leave shall be taken only with prior permission and approval. If you are absent from work without permission, there will be deduction in your fixed pay. Only in exceptional circumstances, your leaves will be approved. SL can be carry forwarded once you complete 5th anniversary upto maximum of 6 days.
3. You will be bound to work in shift that is allocated to you at the time of interview.
4. You will work for standard 8hrs of production. Your attendance will be tracked through Handdy software.
5. Your break time is one hour.
6. You are eligible to be a member of the Employee's Provident Fund in accordance with rules applicable thereto.
7. You are eligible to be a member of the Employee state insurance in accordance with rules applicable thereto.
8. Your service will be governed by the rules of the company, which are either framed or amended from time to time or in force for the time being.
9. The official medium of communication shall be English. All communication written or oral within the premises with clients and other staff excluding office assistants, housekeeping and security shall be in English. This is on account of the company's clients being from English speaking countries and the consequent need for staff to attain a high standard in communication through English. The usage of language as stated herein is aimed to enhance and create an atmosphere for such enhancement, which is necessary for business efficiency and success.
10. You shall turn yourself neatly, modestly and timely for work and shall refrain from use of tobacco, alcohol or other toxic and narcotic substances during work and shall conduct yourself decently in the course of work and the Company's activities.

Offer accepted

Read and Understood

11. You will be a faithful employee of the Company in all matters and shall not at any time, use your best endeavor to prevent the publication or disclosure of any information, technical data, financial and accounting data, trade secrets or know-how which may come to your knowledge.

12. Further, you will not give anyone, by word of mouth or otherwise, any particulars or details of our business processes, technical know-how, security arrangements, administrative and / or organizational matters whether confidential, secret or otherwise which you acquire during the course of your employment at any time, while in employment or afterwards or other information that you will come across in the course of your employment.

13. That during the period of your employment, you will not work directly or indirectly for any other person, firm or company, either with or without remuneration, nor will you engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

14. If at any time during your employment you are found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this Appointment Letter or rules or dereliction of duties, disobedience of the instructions given to you from time to time, the management may, without any notice or payment, in lieu of notice, put an end to your services and determine the employment with the company. You would have deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services, and in addition you shall be liable for all losses, damages to the company.

15. Deliberately making false, vicious or malicious statement in public or media otherwise against management or any officer or employee of the company.

16. Loitering, wasting time during working hours or in any way making preparation to go away before the close of the working hours.

17. Refusal to work in other PC of the same type and or work of similar nature in another department not affecting the wages and status.

18. You should not refuse to come to office or meet officials as and when required in connection with employment.

19. You shall bear your own taxation, which shall be deducted, from your salary, and/or other dues as per standards.

20. The written notice of termination of this contract of employment will be one-month prior notice or one-month gross salary in lieu of during probation period, Upon Completion of probation, notice will be two months or two-months gross salary. Upon Completion of one year, notice will be three months or three-months gross salary. The decision is at the discretion of the management.

21. In case of not serving notice period you will not be permitted to receive the relieving order,service certificate and salary certificate if you fail to work in the notice period.

22. The management reserves the right to deduct, as liquidated damages, an amount equal to one-month gross salary from any amount that may be due to you and if the same is not available or is insufficient then the management shall have the right to recover such amount as found due from you in any manner deemed fit.

Read and understood

BPO Integra India Private Limited

24. Computers, other equipment, accessories, records of the company in your possession or use, shall be carefully returned to the company, in the event you choose to or are terminated from the services of the company. If you fail to handover the company properties , the company may file a case against you for recovery of the company properties and you are liable to pay damages.

25. You shall be regulated by the general terms and conditions of employment given in the Annexure to this letter in addition to oral/written instructions, office orders, rules and regulations and such other practices, systems, policies and procedures of the Company as may be in vogue and as may be communicated from time to time.

26. You shall communicate to the Company promptly any change in your personal address and phone numbers or in nomination that you may have made in connection with PF, ESI etc.

27. You shall maintain confidentiality about your remuneration.

28. Please signify your acceptance by signing and returning the duplicate copy of this letter. Thanking you.

Yours Truly,

For BPO Integra India Pvt Ltd.,

Rani A

Deputy Director - Human Resources.

Encl:

Annexure : A

Annexure: B

Annexure : C

Read,Understood & Accepted

Soeehari - H

(Employee Name & Signature)

IN : U72200TZ2006PTC013022 | GSTIN : 33AADCB2075L1ZR
2B/3, 1st Floor, Kanapathy Towers, Opp. BSNL Exchange
atty Road, Ganapathy, Coimbatore - 641006
HONE: +91 422 4328555, 4379555

Read and understood Sreehari

A Member of NASSCOM

Dhanam Infra Private Limited

Offer Letter

To

Date: 02-07-2024

Mr. SURESH.T,
No.77/6, Thandangarai street,
Anna Nagar, Silattur post,
Aranthangi Tk,
Pudukkottai – 614622.
Cell- 93446 94325.

Dear Mr. Suresh.T,

With reference to your application and subsequent Interview you had with us on 27-04-2024, we are pleased to appoint you, subject to the following -

Job Details -

1. Post - AI - Assistant
2. Rank - Junior Engineer
3. Gross Salary - Rs. 15,000 / Month
4. Project - ICC
5. Job Location - Irumbuliyur
6. Date of Joining - 02-07-2024

Reporting Authority -

1. Name - **Mr. Muthukumaran.M,**
2. Rank - MM
3. Post - Project Incharge
4. Contact Number - 82205 36076

Notes –

1. Passport size photo – 1 No
2. Aadhar Card & PAN Card Copy is mandatory.
3. Original Degree Certificate is mandatory for verification and copy of the same should be submitted.
4. Bank Passbook – First Page Copy
5. All the Documents mentioned above should be submitted on the Date of Joining
6. Your Appointment is subject to Acceptance of "Conditions of Service".

We look forward to have fruitful collaboration with you in future.

For DHANAM INFRA PVT LTD

DHANAM INFRA PRIVATE LIMITED Chennai 600 037

AARTHI.S
Human Resource Department

PRAMODA
REBAR PRIVATE LIMITED
Strong to the Core

OFFER LETTER

Date: 18.03.2024

Dear VISHNU K

Welcome!!!

Concerning your interview and subsequent discussions with us, we are happy to offer you the position of Trainee Engineer at Pramoda Rebar Private Limited, Tiruchengode, Tamil Nadu, India.

You are expected to join the organization on (01.07.2024)

You will be under training for one year, during which period you will also be put on live projects to test your efficiency and skills. For this period of one year, you would be entitled only to a stipend of INR 10,000. At the end of your training period, you are expected to achieve a minimum efficiency and accuracy of 90% in your drawings. Your performance will be evaluated every quarter and you will be notified about the same. Once you complete your training, you will get a confirmation of your employment and a position as Jr. Engineer Grade 2. You are expected to sign a bond for a minimum of two years as the company has made a substantial amount of investment in you. Thereafter your remuneration will be up to 2.4L/Year strictlybased on your skill matrix and efficiency.

Your employment is subject to you successfully clearing your engineering, your background verification process, and being found medically fit. You are required to undergo a pre-employment medical examination before joining.

You are also required to carry the below-mentioned documents (Original & 1 copy each) at the time of joining.

a) Educational Certificates (10th to highest degree of qualification)
b) PAN Card, AADHAR Card, and any other Residential Address Proof.
d) 4 Passport-size photographs taken within the past 6 months.
e) Three references, where more than one should not be family.

Kindly acknowledge this letter as a token of acceptance of this offer.

For Pramoda Rebar Private Limited,

Authorised Signatory
HR Manager

+91 4288 255 005
+91 91599 90008
info@pramodarebar.com
www.pramodarebar.com
18-21, 2nd floor, Molasiar Maligai,
West Muniappan Kovil St, Tiruchengode,
Namakkal, Tamil Nadu - 637211.

INFINUSTECH

Premkumar Jayachandran
M.E.(Struct)., AMIE., AIV., MASCE

APPOINTMENT LETTER

30/05/2024

To

Mr. T.Rajesh Krishnan,
S/o. Mr.A.Thillanathan,
2/2665,Nava Rathana Nagar,
Near Post office (Water tank),
Karaikudi– 630001.

Dear Mr.Rajesh Krishnan,

We are pleased to offer you a position of **"Structural Draftsman"** in our concern on the following terms and conditions.

Date of Joining	: 03/06/2024
Job Title	: Structural Draftsman
Job Location	: Coimbatore
Working Hours	: 9:30am – 6:00pm

We Welcome you to our concern and look forward to a fruitful collaboration.

With Best Wishes,

J Premkumar
Principal Consultant

INFINUSTECH ENGINEERING & ARCHITECTURE Coimbatore 641 011

13A, 1st Floor, Jawahar Nagar, Raja Annamalai Road, Coimbatore - 641 011.
95855 33324 info@infinustech.in infinustech@gmail.com infinustech.in

IVa
INFRASTRUCTURE

01.06.2024.
Coimbatore .

To,

S.SAFEEQ AKEEL ,
S/o.SHEIK ABDULLAH ,
ARANTHANGI .

Dear Mr. SAFEEQ AKEEL ,

Congratulations! We are pleased to confirm that you have been selected as a GRATUATE ENGINEERING TRAINEE position to work in our company. We are delighted to make you the following job offer.

Your working hours will be from 09.00 hrs to 18.00 hrs on weekdays.

Other Benefits for the position as GRATUATE ENGINEERING TRAINEE.

We would like you to join us on 10.06.2024 at 10.00 Hrs. Please report to Manager M. Sanjeev Kumar for documentation and orientation. If this date is not acceptable, please contact us immediately.

Probation period will six months from the date of this offer letter , During the time of probation period consolidated salary will be paid by company.

Please acknowledge of this letter and return it to us to indicate your acceptance of this offer. We are confident you will be able to make a significant contribution to the success of our as well as your position. We are look forward to working with you.

Sincerely,

For IVA INFRASTRUCTURE AND DEVELOPERS LLP.

Authorised Signatory

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for Workshop Organized

Name of the Faculty : Dr Deepa J & Ms Nivetha T			
Department	: Food Technology	Designation	: Professor / Assistant Professor
Name of the Event	: **Study Opportunities For Food Technology At Global Front**		
Level	: Department Level		
Venue / Mode	: Online	Zoom meet link :https://idp-events.zoom.us/j/9950620432	
No. of Days	: 1	Dates : 05/03/2024	
Funded by	: Nil		
No. of Participants	: 111	Registration charges (if any) : Nil	

Resource Person Details (Name & Designation) : **Ms. Deepa srinivasan,** Head Of Operations
IDP Education India Pvt. Ltd 1st Floor, 1050, Avinashi Road Srinivas Bhavan (Old Damodar Centre), Anna Siial Coimbatore-841018.
Ms. Premadevi , COUNSELLOR for New Zealand Destination
IDP Education India Pvt. Ltd 1st Floor, 1050, Avinashi Road Srinivas Bhavan (Old Damodar Centre), Anna Silai Coimbatore-641016.

Outcome:

Participants gained valuable insights into the various study opportunities available in food technology on a global scale. They learned about different programs, institutions, and scholarships that cater to aspiring food technologists. The webinar enhanced their understanding of international trends in food technology education and the skills required to excel in the field. Attendees also received practical advice on applying for global programs and preparing for academic success abroad.

Remarks and Feedback on the Event :

The webinar was informative and provided a wealth of information about global study opportunities in food technology. Attendees appreciated the detailed presentations and the Q&A session, which clarified many queries. The session motivated participants to consider expanding their educational horizons internationally.

Plan of Implementing in HiCET (if any):

Facilitate information sessions and workshops on global study opportunities in food technology for students to encourage their participation in international programs.

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Signature of the Faculty

HoD

Principal

Copy of the Event Brochure / Invitation:

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY

Valley Campus, Pollachi Highway
Coimbatore-641032

HICET

DEPARTMENT OF FOOD TECHNOLOGY

in association with

IDP EDUCATION INDIA PVT. LTD

ORGANIZES WEBINAR ON CAREER GUIDANCE

STUDY OPPORTUNITIES FOR FOOD TECHNOLOGY AT GLOBAL FRONT

Time
10:00am - 11:00am

Date
05 March, 2024



Ms. Premadevi
COUNSELLOR for
New Zealand Destination
IDP Education India Pvt. Ltd
1st Floor,1050,Avinashi Road SrinivasBhavan
(Old Damodar Centre),
Anna Silai Coimbatore-641018



Ms. Deepa srinivasan
Head Of Operations
IDP Education India Pvt. Ltd
1st Floor,1050,Avinashi Road SrinivasBhavan
(Old Damodar Centre),
Anna Silai Coimbatore-641018

https://idp-events.zoom.us/j/99506204328

Co-ordinators	Convenor	Patrons	
Dr.Deepa J PROFESSOR/FT Ms.Nivetha T AP/FT	Dr. Jeevarathinam G HOD/FT	Dr. Jaya J Principal	Dr. Karunakaran CEO

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for Seminar organized

Name of the Faculty :Dr.Navarasam.R, Mrs. Shobha Christila.S and, Dr.Kanimozhi.V.	
Department :EDC	Designation : Assistant Professor
Name of the Event:"Entrepreneurship Development –Opportunities And Challenges"	
Level : College Level	
Venue / Mode: Online	
No. of Days :1	Dates : 01.07.2023
Funded by : NIL	
No. of Participants :75 Faculties 6 Students 69 Externals -	Registration charges (if any) :Nil
Name and Designation of Resource Person(s) : Shoban K R [B.Com,MBA,PGDPMIR,DMMTLM,NET,SLET,PHD,NLP Practioner] International Corporate Trainee And Management Adjunct Faculty	
Objective: The main objective of this webinar is To search and identify the best existing and upcoming business ideas and opportunities. Motivating and guiding various individuals for launching their own new businesses and startups. Thus, becoming a contributor to the economy.	
Outcome : The main outcome of this webinar is Market potential for the product or service. Skills in preparing business plan. Conducting project feasibility study. Role and assistance by various promotional organizations.	
Remarks and Feedback on the Event: The students gave very good feedback , they grasped your "thinking" and "execution up to the point" of the event correctly to be complete. They got awareness about how to become a entrepreneur ; it would be close to impossible for you to achieve that.	
Plan of Implementing in HiCET (if any) : Many programs related idea generation , product development and startup will be conducted in future.	
Signature of the Faculty	EDC Coordinator Principal

HICET

HINDUSTHAN

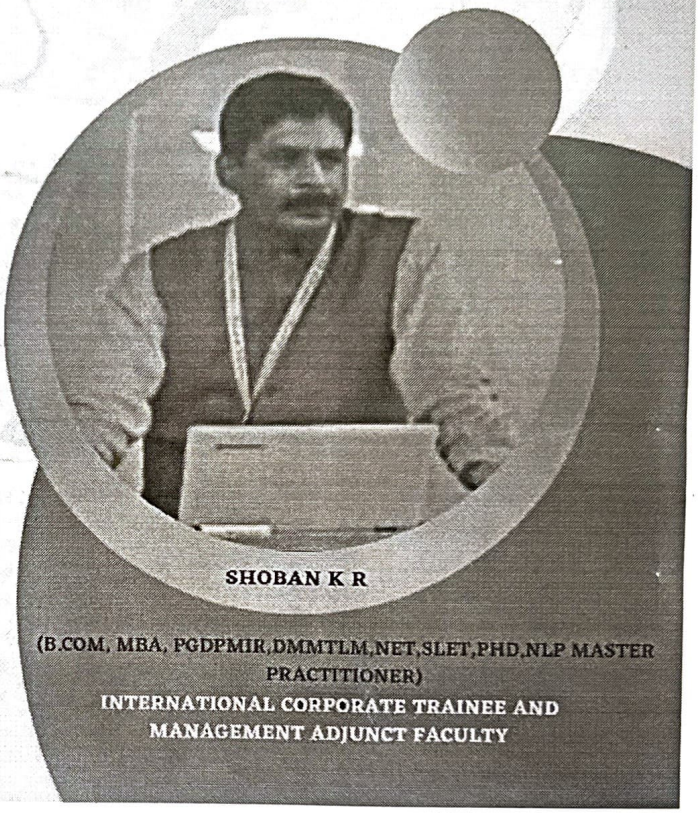
COLLEGE OF ENGINEERING AND TECHNOLOGY
An Autonomous institution , Accredited by NAAC
Approved by AICTE Affiliated to Anna University
VALLEY CAMPUS POLLACHI HIGHWAY, COIMBATORE-32

DEPARTMENT OF BIOMEDICAL ENGINEERING
DEPARTMENT OF FOOD TECHNOLOGY
DEPARTMENT OF MANAGEMENT SCIENCES
(ENTREPRENEURSHIP DEVELOPMENT CELL)

JOINTLY ORGANIZES

WEBINAR ON

ENTREPRENEURSHIP
-DEVELOPMENT
-OPPOURTUNITIES
& CHALLENGES



SHOBAN K R

(B.COM, MBA, PGDPMIR,DMMTLM,NET,SLET,PHD,NLP MASTER PRACTITIONER)
INTERNATIONAL CORPORATE TRAINEE AND MANAGEMENT ADJUNCT FACULTY

DATE:01/07/2023 **TIME:10:30 TO 11:30 AM**

HTTPS://MEET.GOOGLE.COM/CYE-USUM-GPE

DR KARUNAKARAN K
CEO

DR JAYA J
PRINCIPAL

DR S SARAVANA SUNDARAM,HOD/BME
DR.G.JEEVARATHINAM, AP &HEAD/FT
DR.K SAMUVEL, DIRECTOR -MBA

CONVENOR

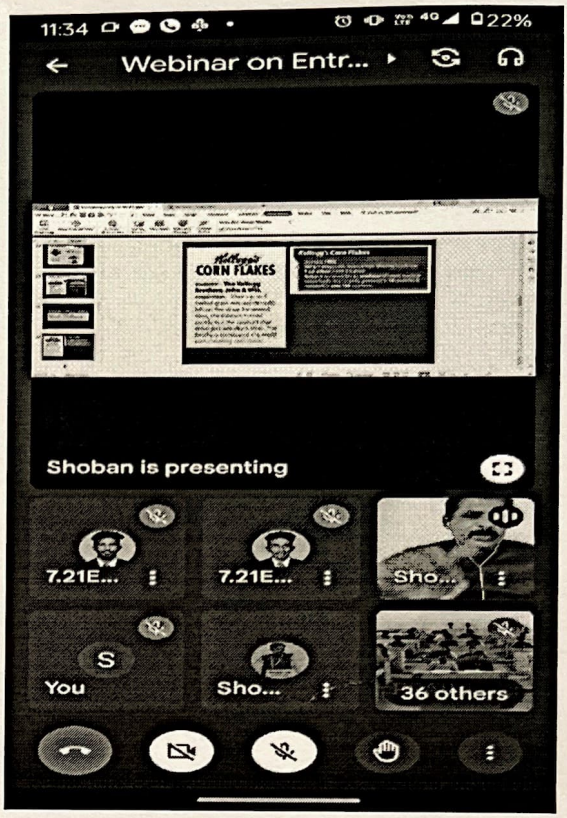
DR.NAVARASAM.R ASP/FT
MS.SHOBHA CHRISTILA AP/FT
DR.KANIMOZHI V ASP/FT

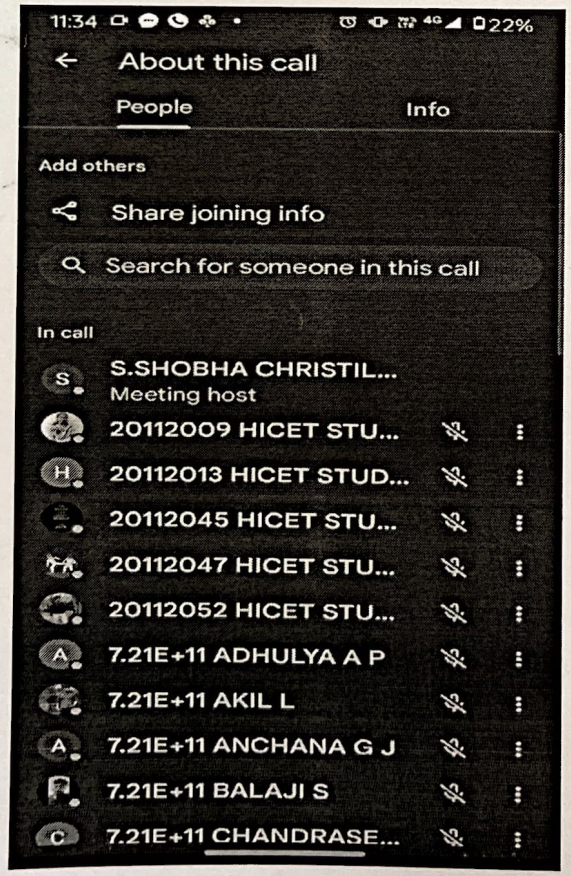
COORDINATORS

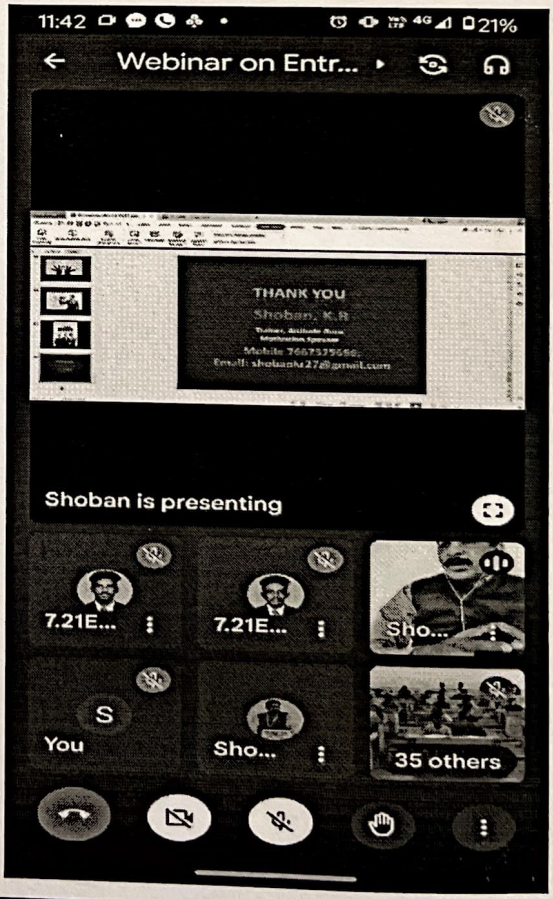
Copy of the brochure of the event

Photographs of Event









HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST
HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for Webinar Organized

Name of the Faculty	: Mr. S. Dillwyn & Ms. T. Nivetha		
Department	: Food Technology	Designation	: Assistant Professor
Name of the Event	: **How to plan for Start-up, Legal and Ethical Steps**		
Level	: Department Level		
Venue / Mode	: Online	Google meet Link: https://meet.google.com/bbr-appn-yhg	
No. of Days	: 1	Dates : 30.08.2023	
Funded by	: Nil		
No. of Participants	: 78	Registration charges (if any) : Nil	

Resource Person Details (Name & Designation) : **Ms. Kanishka G**, Co-founder, Creators Connect, E- Platform for soloprenuer, Chennai.

Outcome:

The webinar have helped students become more aware of the startup ecosystem, the process of starting a business; and the legal and ethical challenges and opportunities involved. This motivated them to pursue their own startup ideas. The discussions during the webinar had sparked new startup ideas among the attendees, encouraging them to think creatively and critically about potential business ventures.

Remarks and Feedback on the Event:

The event covered a wide range of topics relevant to startups, from ideation to scaling, providing a comprehensive overview of the entrepreneurial journey.
The speaker has well-chosen and brought a wealth of experience to the event. The webinar was both inspirational and informative.

Plan of Implementing in HiCET (if any):
Entrepreneurship development for students by reaching out to the event speaker and collaboration on specific student projects.

1) 2)

Signature of the Faculty | HoD | Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

Category: IIC/MIC/Self: IIC
Copy of the Event Brochure / Invitation:

Hindusthan College of Engineering and Technology

An Autonomous Institution Affiliated to Anna University

Approved by AICTE, New Delhi Accredited with 'A' Grade by NAAC | Accredited by NBA (ECE, MECH, EEE, IT & CSE)

Valley Campus, Pollachi Highway, Coimbatore 641 032.

Department of Food Technology

INSTITUTION'S INNOVATION COUNCIL

IIC ACTIVITY

How to plan for startup, legal and ethical steps

Chief Guest



Ms Kanishkha G

Co-founder
Creators Connect,
E-Platform for Solopreneur, Chennai.

30.08.2023 | 11:30 AM
Webinar

Patrons
Dr K Karunakaran, CEO
Hindusthan Educational Institutions.
Dr J Jaya, Principal

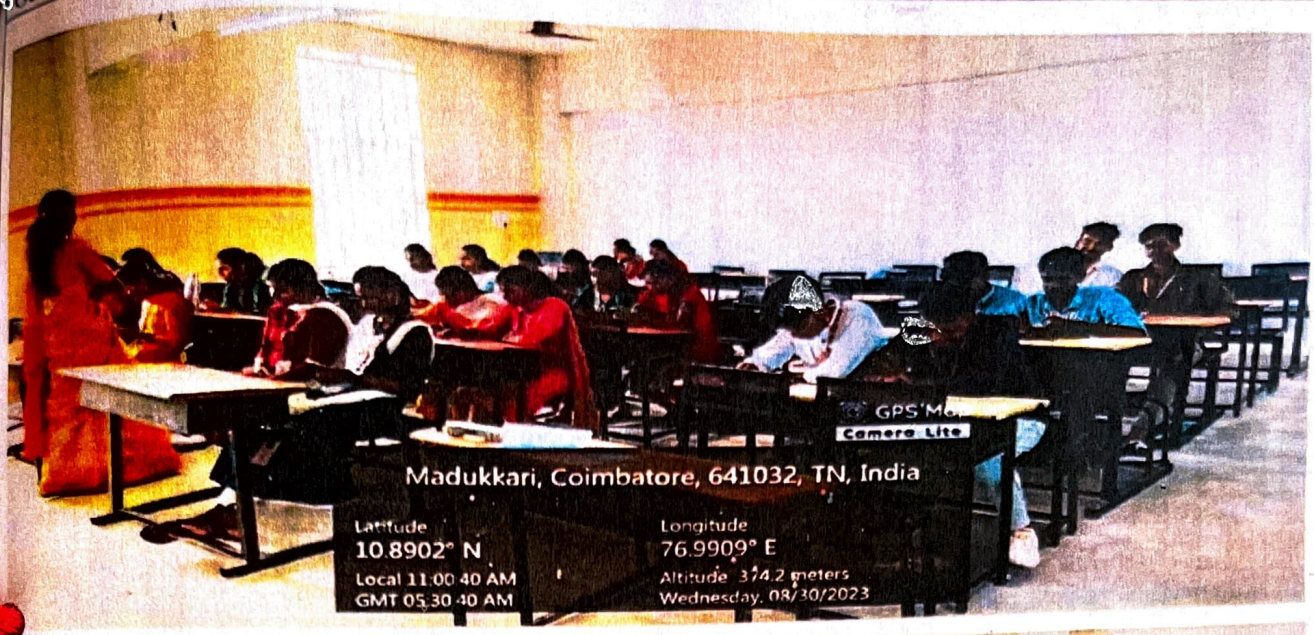
Convener
Dr Jeevarathinam G, Associate Professor & Head

Co-ordinators
Mr. Dillwyn S,
Ms. Nivetha T

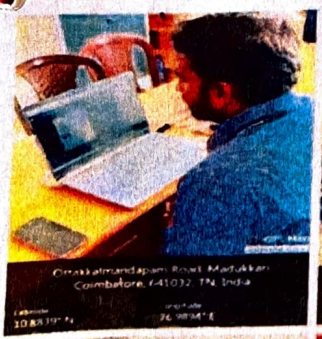
Video call link:
https://meet.google.com/bbr-appn-yhg

Cordially Invites you all

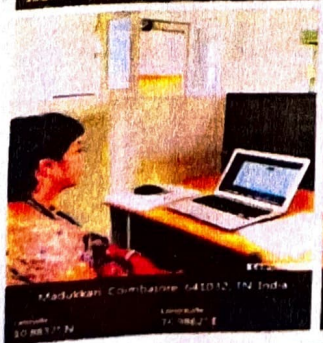
Geotagged Photos:

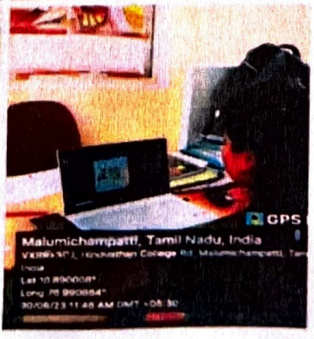














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Valley Campus, Pollachi Highway, Coimbatore 641 032. | www.hicet.ac.in

DEPARTMENT OF FOOD TECHNOLOGY

Event name: Webinar on How to Plan for a start-up, Legal and Ethical Steps"

Resource Person: Ms. Kanishka G, Co-Founder, Creators connect, E-Platform for Soloprenuer, Chennai.

Venue: Online (meet.google.com/bbr-appn-yhg)

Date & Time: 30.08.2023 & 11.30 A.M onwards

Attendance

S.NO	Name	Designation/Year of Study	Department	Signature
1	Dr. G. Jeyarathinam	Associate Professor & Head	FT	
2	Dilluyn.J	Assistant Professor	FT	
3	T. Nivetha	Assistant Professor	FT	T. Nivetha
4	G. Nageswari.	Assistant Professor	FT	
5	J. Prabhkumar	Assistant Professor	FT	
6	Blessy.C	Assistant Professor	FT	C. Blessy
7	Charan Adithya	Assistant Professor	FT	
8	Dr. J. Deepa	Assistant Professor	FT	Deepa J
9	Dr. R. Saravanan.	Assistant Professor	FT	
10	Swathi.K	Assistant Professor	FT	
11	Thahaseen.A	Assistant Professor	Food Tech.	
12	Dr. R. Visvanathan	Professor	FT	Dr. R. Viv
13	Dr. Preetha. P.	Associate Professor	Food Tech	
14	Sella Dharshini C	Assistant Professor	Biomedical	
15	Thivya. S	Assistant Professor	FT	S. Thivya
16	Divya Bharathi	IV year	FT	
17	Hemaroobini. P	IV - Year	FT	
18	A. Tharani Sree	IV Year	FT	A. Tharani Sree

19.	K. Shree Swedha	IV. Year	FT	K.S.S.
20	NAVEEN. G	IV. year	F-T	
21.	ARAVINTH. S	IV - year	F-T	S.
22.	Naveen. S	IV - year	FT	
23	Abdul Kalam	IV - yr	FT	
24.	A Muhamed Al Haaris	IV - yr	FT	A. Muhamed Al Haaris
25.	T Thirumeelavasan	IV - yr	FT	
26.	Yugan. R	IV - Yr	FT	
27.	K. Vinithkumar	IV - yr	FT	
28.	Kaushik	IV Yr	FT	
29.	Akbir	IV Yr	FT	
30.	Sakthivel	IV Yr	FT	
31.	Swetha	IV Yr	FT	
32.	Deepak	IV Yr	FT	
33	S. Vinith	IV Yr	FT	
34	V. Vravaraj	"	FT	
35.	A. Deepesh	"	"	
36.	Tejaswini VM	"	"	
37.	Abishek K	"	"	
38.	P.R. Hari Vignesh	"	"	
39	Praveen. M	"	"	
40	Harish. S	"	"	
41.	Srikrishnamanivel	III yr	FT	
42.	Vasiharan. R	III yr	FT	
43	Kousalya. A	III yr	FT	
44	Rathnalohini A	III yr	FT	
45.	Karthika. V	III yr	FT	
46.	Swedha. S	"	"	
47.	M. Miracline Rebonia	"	"	
48	Sudhin Bharathi M	"	"	

49	Vasanthan P	III - year	FT	
50	Akkash S B	III - year	FT	
51	Kavin M	"	"	
52.	Dharaneesh N	"	"	
53	Thanush L	"	"	
54.	Dhinesh M	"	"	
55	Vishali M	"	"	
56	Kevlin Ferdicoff	"	"	
57	Hari Haran - R	II - year	FT	
58	Mahesh Krishnan P	II - Year	FT	
59	Raghav. H.A	II - Year	FT	
60	Tamahar H	II - Year	FT	
61	Dhanudharan M	II - Yr	F.T	
62	Richard. A	II year	F.T	
63	Nitharsana. V	II Year	F.T	
64	Thabibamaass. R	II year	F.T	
65	Jemima Angel. J	II Year	FT	
66	Monika. B	II - Year	FT	
67	Bhuvana. K	II - Year	FT	
68	Umamaheshwari	II - year	FT	
69.	Janani. S	II - Year	FT	
70	Bhuvana Shree. P	II - Year	FT	
71	Uthra. S	II - Year	FT	
72.	Sruthika. A	II - year	F.T.	
73.	Gp. Dharshini	II - year	FT	
74.	Yogapriya. M	II - Years	FT	
75.	T. Birundha	II - Year	F.T.	
76.	S. Keerthana	II - Year	FT	
77.	Saniya S	II - year	FT	
78	Anjana T. M	II year	F.T	

T. Nivetha
Co-ordinators

HOD

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College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for Seminar Organized

Name of the Faculty : Dr Premkumar J & Ms Swathi K			
Department	: Food Technology	Designation	: Associate Professor / Assistant Professor
Name of the Event	: **Entrepreneurship In Coconut Processing & Value Addition**		
Level	: Department Level		
Venue / Mode	: Kurinji Hall / offline		
No. of Days	: 1	Dates : 17/11/2023	
Funded by	: Nil		
No. of Participants	: 84	Registration charges (if any) : Nil	

Resource Person Details (Name & Designation) **: Dr. M. R. MANIKANTAN,** Principal Scientist, Physiology Biochemistry and Post Harvest Technology Division, ICAR-Central Plantation Crops Research Institute, Kasaragod-671 124, India.

Outcome:

Participants gained comprehensive knowledge about entrepreneurship opportunities in coconut processing and value addition. They learned about innovative techniques and business models relevant to the coconut industry. The seminar improved their understanding of market trends and consumer demands in this sector. Attendees also developed skills in identifying and capitalizing on value-added products. Overall, the session encouraged entrepreneurial thinking and provided actionable insights for starting or expanding businesses in coconut processing.Remarks and

Remarks and Feedback on the Event:

The seminar was highly informative and provided valuable insights into the coconut processing industry. Attendees appreciated the practical examples and success stories shared by the speakers. The session motivated participants to explore entrepreneurial opportunities in coconut value addition

Plan of Implementing in HiCET (if any):

.Incorporate entrepreneurial concepts and techniques related to coconut processing and value addition into the college's entrepreneurship and food processing curriculum.

Signature of the Faculty

HoD

Principal

Copy of the Event Brochure / Invitation:

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College of Engineering and Technology

NAAC

INSTITUTION'S INNOVATION COUNCIL

DEPARTMENT OF FOOD TECHNOLOGY

CORDIALLY INVITES YOU ALL FOR

IIC SELF DRIVEN ACTIVITY

ENTREPRENEURSHIP IN COCONUT PROCESSING AND VALUE ADDITION



Dr. M. R. MANIKANTAN

Principal Scientist,
Physiology, Biochemistry and Post Harvest Technology Division,
ICAR –Central Plantation Crops Research Institute,
Kasaragod-671 124, India.

SEMINAR

17 NOV 2023 | **KURINJI HALL, HICET** | **@10:00 AM**

PATRON (S)

Dr. K. KARUNAKARAN
CEO / HICET

Dr. J. JAYA
Principal / HICET

CONVENOR

Dr. G. JEEVARATHINAM
Associate Professor & HOD

CO-ORDINATOR

DR.PREMKUMAR J ASP/FT
MS.SWATHI K AP/FT

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Valley Campus, Pollachi Highway, Coimbat
www.hicet.ac.in

INSTITUTION INNOVATION COUNCIL (Ministry of HRD Initiati

Report for Workshop organized on,

Name of the Faculty: Mr. S. Charan Adithya, Dr. J.Premkumar		
Department: Food Technology		**Designation:** Assistant professor
Name of the Event: Entrepreneurship and Innovation		
Level: College Level		
Venue / Mode: Ganga Hall / Offline		
No. of Days: 1		**Date:**20.02.2024
Funded by: Management		
No. of Participants: 89		Registration charges (if any): Nil
Faculties		
Students		
Externals	Nil	
Name and Designation of Resource Person(s):	Dr. Vivek Manoharan Founder & CEO Test at Home, Singapore & 221B Biomedical, India	
Objective: To enhance the skills in entrepreneurship and innovations in lollipops and chewing gums		
Outcome: Faculty Members and Students were able to • Improve the entrepreneurship skills • Participants can get insights into the innovations in lollipops and chewing gums Identify the various government funding and schemes for setting their businesses		
Remarks and Feedback on the Event: The seminar enlightened the students about the opportunities and innovations needed in the food businesses and the funds available from various Government agencies and schemes.		
Plan of Implementing in HiCET (if any): Yes		
Signature of the Faculty	**HoD**	**Principal**
Category: IIC Self Driven activity		

Name of the Student Coordinator: Mr. M. Kavin (II-year B.Tech. Food Technology)
Ms. M. Yogapriya (II-year B.Tech. Food Technology)

Weather Event Brochure / Invitation Published in social media: Yes

If Yes, Mention Link details: Instagram:

https://www.instagram.com/p/C3j61iJPK_U/?igsh=ZDFlOXNqd2lsdXFw

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COLLEGE OF ENGINEERING AND TECHNOLOGY

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DEPARTMENT OF FOODTECHNOLOGY
IIC SELF DRIVEN ACTIVITY
IN ASSOCIATION WITH

Young Indians — WE CAN. WE WILL
Confederation of Indian Industry
UVA — Learning Beyond Education



Dr. Vivek Manoharan

Founder & CEO : Test At Home, Singapore & 221B Biomedical, India

SEMINAR ON

ENTREPRENEURSHIP AND INNOVATION

SPECIFICALLY IN LOLIPOPS AND CHEWING GUMS

PATRON (S)

Dr. K. KARUNAKARAN
CEO

DR. J. JAYA
PRINCIPAL / HICET

CONVENOR

Dr. G. JEEVARATHINAM
Associate Professor & HEAD

CO-ORDINATOR

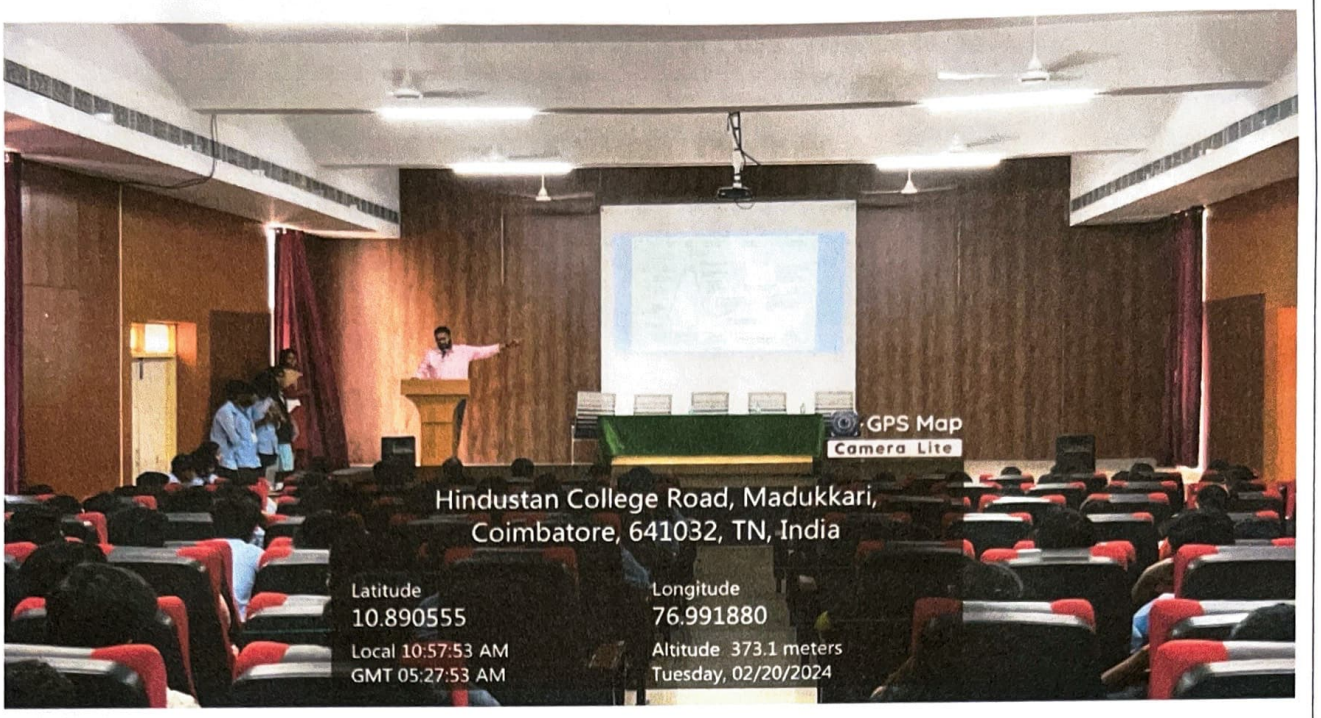
Mr.S.CHARAN ADITHYA
Assistant Professor/FT

Dr.J.PREMKUMAR
Assistant Professor/FT

20TH FEB, 2024 - 10:30AM - 11:30AM @ HICET

Invitation of the Event

Geo Tagged Photographs of Event



The chief guest addressing the participants



Participants of the workshop

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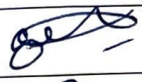
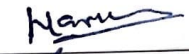
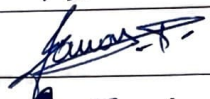
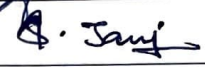
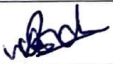
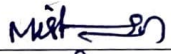
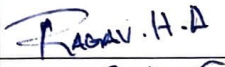
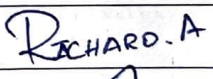
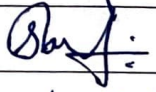
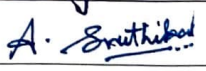
Valley Campus, Coimbatore – 641 032, Tamilnadu, INDIA
Tel: +91 422 4242424 www.hicet.ac.in

DEPARTMENT OF FOOD TECHNOLOGY

Date: 20.02.2024

ATTENDANCE FOR GUEST LECTURE ON LOLLIPOPS, CHEWING GUM AND INNOVATION & YUVA LAUNCH

S.No.	Reg number	Name	Signature
1.	Dr. G.JEEVARATHINAM		
2.	Dr. J.PREMKUMAR		
3.	Dr. R.NAVARASAM		
4.	Dr. J.DEEPA		
5.	MR. S.DILLWYN		
6.	MS. T.NIVETHA		
7.	MR. S.CHARAN ADITHYA		
8.	MS. C.BLESSY		
9.	720722113001	AASIQ AHAMED J	
10.	720722113002	ADITHYAN A	
11.	720722113003	ADWAITH S RAMESH	
12.	720722113004	AKASH S NATH	
13.	720722113006	ANJANA C B	
14.	720722113007	ANJANA T M	
15.	720722113008	ANN MARIA BAVA	
16.	720722113010	BHUVANA K	
17.	720722113011	BHUVANAA SHREE P	
18.	720722113012	BHUVANESHWARI R	
19.	720722113013	BIRUNDHA T	
20.	720722113014	DHAMODHARAN M	
21.	720722113015	DHARSHINI G P	
22.	720722113016	FATHIMA ALHUDA	

23.	720722113017	FATHIMA SHAJA M	
24.	720722113018	HAFSA P A	
25.	720722113020	HARIHARAN R	
26.	720722113021	HARIHARAN S	
27.	720722113022	JANANI B	
28.	720722113023	JANANI S	
29.	720722113024	JASIN N	
30.	720722113025	JAWAHAR H	
31.	720722113026	JEMIMA ANGEL J	
32.	720722113027	KAVIN M	
33.	720722113028	KEERTHANA S	
34.	720722113029	LIYA MARIA JOSEPH	
35.	720722113031	MOHAMED AFIDH BABU	
36.	720722113032	MOHAMED MIRSHAN B P	
37.	720722113034	MOHAMMED ASHIK M V	
38.	720722113035	MOHAMMED FADIL AV	
39.	720722113036	MOHAMMED FAHEEM	
40.	720722113037	MOHAMMED FARSAN	
41.	720722113038	MONIKA B	
42.	720722113039	MUHAMMED JASIL T M	
43.	720722113040	MUHAMMED SHAN T N	
44.	720722113041	NITHARSANA V G	
45.	720722113042	RAGAV H A	
46.	720722113043	RAHUL R	
47.	720722113044	RICHARD A	
48.	720722113045	RISIHANTH J	
49.	720722113046	SANIYA S	
50.	720722113047	SANTHOSH KUMAR S	
51.	720722113048	SHARMISTHA S	
52.	720722113049	SOWMIYA S	
53.	720722113050	SRUTHIKA A	

			SIGN
54.	720722113052	SUTHISHA G	
55.	720722113053	THABIBAMAASS R	
56.	720722113054	UMA MAHESHWARI G	
57.	720722113055	UTHRA S	
58.	720722113056	VARUN RAJ K	
59.	720722113057	VASANTH A	Vasanth
60.	720722113059	VISMAYA K S	
61.	720722113060	VYAKTHA A P	
62.	720722113061	YOGAPRIYA M	
63.	720722112053	SHYAM MOHITH SUKUMARAN	
64.	720722112052	Srayuracuru Boran	
65.	720722112060	K. Thiyagar	K. Th.
66.	720722112025	C. John nickshan	C. John
67.	720722112024	S. Jeevitha	S. Jeevitha
68.	720722112031	N. Manimala.	N. Mani Mala.
69.	720722112014	T. Baskar	T. Baskar
70.	720722112007	Aravinth Kumar -P	
71.	720722112018	Barath Sukumar	
72.	720722112011	A. Balaji	A. Balaji
73.	720722112029	A. Krishna moorthy	
74.	720722112030	G. Lakshman	G. L
75.	720722112008	Archana Benny	
76.	720722112010	Asma	
77.	720722112005	Ambili	Ambili
78.	720722112001	K. Abinesh Jowitha	K.
79.	720722112048	RUVETHASRI V.	
80.	720722112043	Premkumar. S	
81.	720722112037	Naveen	
82.	720722112051	Shanmugaraja. G	
83.	720722112022	Jamal Al Jazeer	
84.	720722112036	J. Nandhitha	

85.	720722112042	Preethyi.P	Pret
86.	720722112061	Uthayavanan.N.M	[illegible]
87.	720722112045	Rachel.R	[illegible]
86.	720722116003	A.Aelrod Infancia Joelin	[illegible]
87.	720722116004	Akshaya.M	[illegible]
88.	720722116032	M. Priyadharshini	M. Priyad
89.	720722116024	Navasakthi.V	[illegible]
90.	720722110 31	Prithisha.B	[illegible]
91	720722110 45	Shruthi.A	Shruthi A
92	720722110 47	M. Udhayaboomi	[illegible]

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Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

Report for Guest Lecture on "Relevance of entrepreneurship in an AI Era for Food Technology"

Name of the Faculty: Dr.Navarasam.R and Dr.PremKumar.J	
Department : Food Technology in association with EDC and IIC	**Designation** : Associate Professor
Name of the Event : "Relevance of entrepreneurship in an AI Era for Food Technology"	
Level : College Level	
Venue / Mode : Ganga Hall and Offline	
No. of Days : One day	**Dates :** 28.03.2024
Funded by : Management	
No. of Participants : 70	**Registration charges (if any) :** NIL

Name and Designation of Resource Person :

Mr.Karthick.R
A Social Speaker (TED talks)
Institutional Head
Business Development and Management Role
Coimbatore.

Objectives :

- To develop the entrepreneurship skill among the students for setting up own products towards self-employment.
- To encourage the student participants through TED talks to attain their Goal

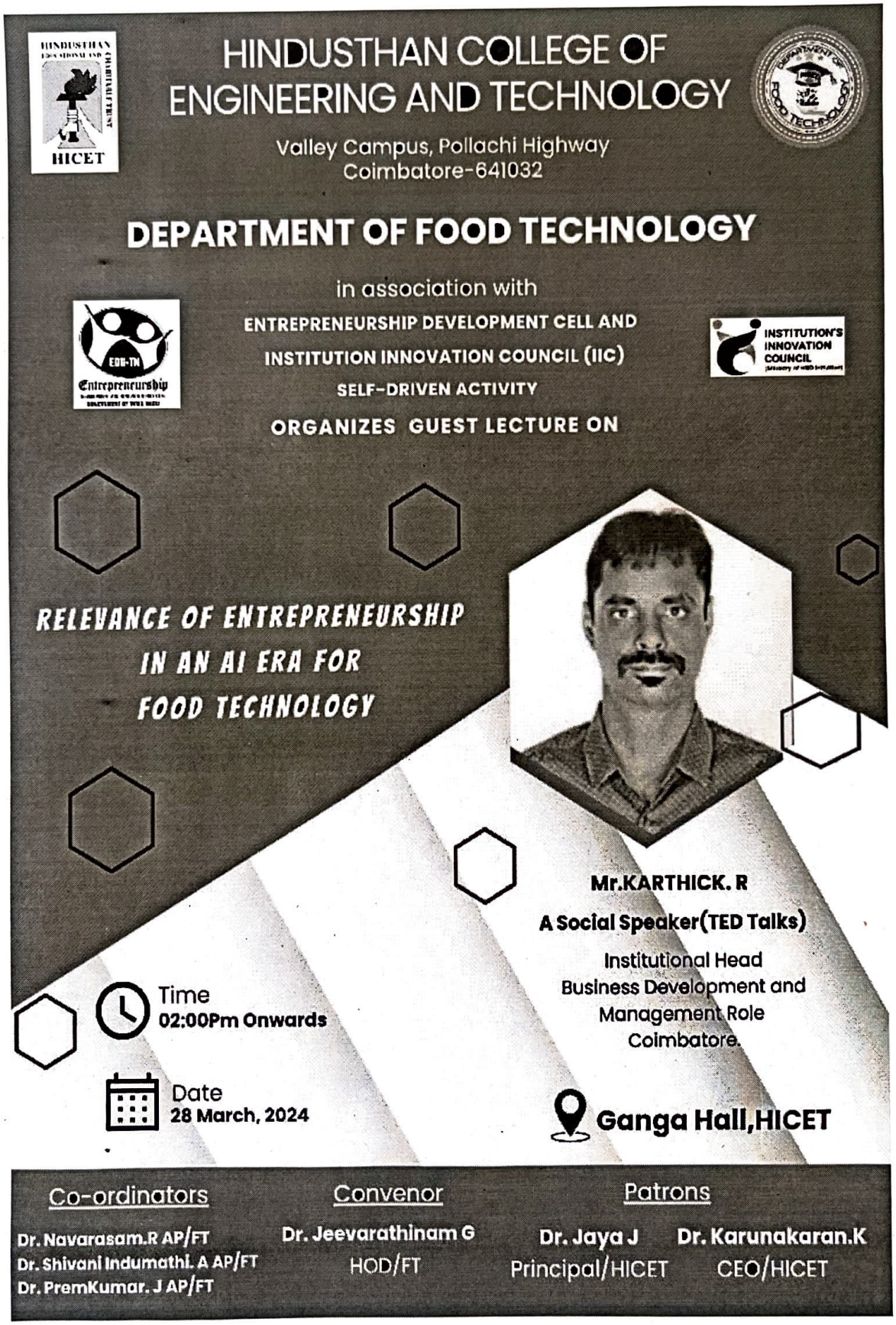
Outcome and remarks :

- The participants have got knowledge on the business start-Up and Business opportunities with challenges
- More than seventy participants were benefited from this lecture and the whole session was interesting as the participants were active and got clarified.
- Entrepreneurship training facilitates the candidate to identify business opportunities to develop business plans and to strengthen the entrepreneurial activities

Plan of Implementing in HiCET (if any) : Yes

Signature of the Faculty **HoD** **Principal**

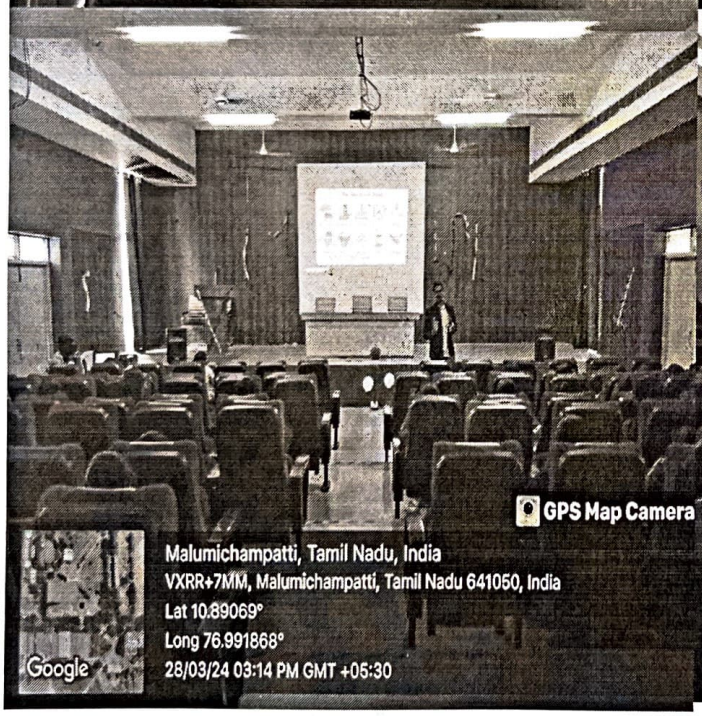
Invitation of the event:



Geo tagged photos:









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Coimbatore - 641 032

REQUEST FORM TO ORGANIZE AN EVENT

Name of the Faculty	Mr.M.M.Jegan.		
Designation	AP/MCT/HICET		
Department	Mechatronics Engineering		
Type of Event	Seminar		
In Association With	NIL		
Category	International / National / State / Regional / Institute Level		
Title of the Event	Seminar on "Module of Courses Through IOT Platform"		
No. of Participants Expected	200		
Venue	OFFLINE– KURUNJI HALL -HICET		
No. of Days	1	Date(s)	26.02.2024

Name and Designation of the Resource Person(s):

Ms.Eswari
BUSSINESS TO BUSSINESS MANAGER
EDIGLOBE ONLINE SERVICES PRIVATE LIMITED
BANGALORE

Details of the Proposed Budget:
NIL

Faculty In-charge **HoD**

Approved by

Principal

Hindusthan College of Engineering and Technology

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Valley Campus, Pollachi Highway, Coimbatore – 641 032, INDIA. www.hicet.ac.in

Report for Seminar Organized

Name of the Faculty: **1. Dr.M.ArunKumar,** **2. Mr.M.M.Jegan,** **3. Dr.S.Satheesh kumar,**	
Department : **Mechatronics Engineering**	Designation : **Associate Professor(1) & Assistant Professor(2) ,** **Assistant Professor(3)**
Name of the Event: **Seminar on "Module of Courses Through IOT Platform"**	
Level : **College Level**	
Venue / Mode: **KURINJI HALL -HICET**	
No. of Days : 1- DAY	**Date : (26 /02/2024)** (Monday- (10.15 am to 1.15 pm))
Funded by : NIL	
No. of Participants : 200	Registration charges (if any) :nil

Name and Designation of Resource Person:

Ms.K.R.Eswari
BUSSINESS TO BUSSINESS MANAGER
EDIGLOBE ONLINE SERVICES PRIVATE LIMITED,
BANGALORE.

Objective:

IoT courses have various objectives, including bridging the skills gap in the industry and ensuring career advancement for individuals.

Outcome :

By acquiring IoT education, individuals gain a deep understanding of the fundamental concepts, hardware, software, data management, networking, and applications of IoT.

Remarks and Feedback on the Event: nice

The seminar as a whole was very valuable in informing and giving an insight into expectations of acquiring IoT education.

Plan of Implementing in HICET (if any) : yes

Youtube link: https://www.youtube.com/watch?v=4KEpcyFrbPY

1.

2.

3

Signature of the Faculty HoD Principal

INVITATION

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valley campus,pollachi highway,coimbatore
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(an Autonomous Institution, Affiliated to Anna University, Chennai)
Coimbatore – 641 032

DEPARTMENT OF MECHATRONICS ENGINEERING

Cordially invites for

ONE DAY SEMINAR

on

"Module of Courses Through IOT Platform"

Resource Person

Ms.K.R.Eswari

BUSSINESS TO BUSSINESS MANAGER
EDIGLOBE ONLINE SERVICES PRIVATE LIMITED
BANGALORE

EdiGlobe

DATE
26 . 02 . 2024

TIME
10 : 15 AM
to
01 : 15 PM

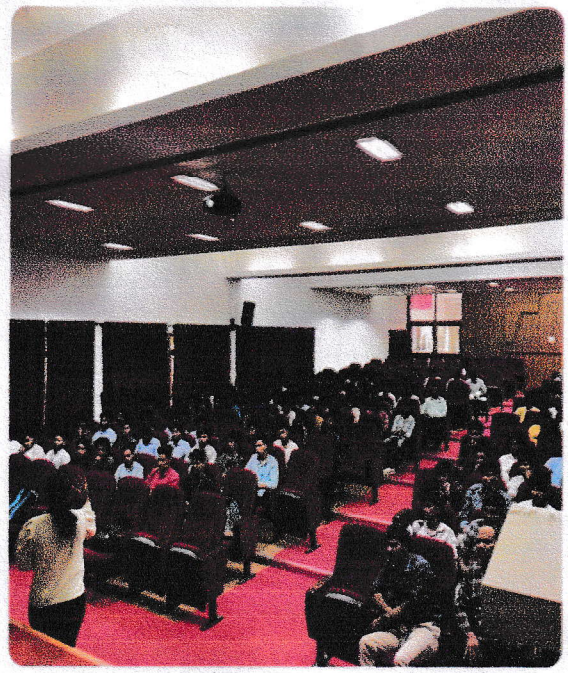
Co-ordinators	Convenor	Principal	CEO
Dr.M.Arun kumar Mr. M.M.Jegan Dr. S.Satheesh kumar	Dr.P.T.Saravana kumar HOD, MCT	Dr.J.Jaya	Dr. K. Karunakaran

Venue: KURINJI HALL -HICET


GPS Map Camera
Malumichampatti, Tamil Nadu, India
VXQR+WQW, Malumichampatti, Tamil Nadu 641050, India
Lat 10.889296°
Long 76.991488°
26/02/24 11:42 AM GMT +05:30
Google


GPS Map Camera
Malumichampatti, Tamil Nadu, India
VXQR+WQW, Malumichampatti, Tamil Nadu 641050, India
Lat 10.889296°
Long 76.991488°
26/02/24 11:42 AM GMT +05:30
Google







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Department of Mechatronics Engineering

Seminar
On
"Module of Courses Through IOT Platform"

ATTENANCE SHEET **DATE: 26.02.2024**

S.NO	REG NUM	STUDENT NAME	SIGNATURE
1	720722109807	KATHIRESH.P	
2	720722109803	Balaji.S	
3	720722109810	JANKAR.A	
4	720722109808	ASHIK.M	
5	720722109116	Vishal.M	
6	720722109071	Naveen.K	
7	720722109112	Vetrivel.M	
8	720722109110	T.J.Tharun	
9	720722109089	G.Rohith ganth	
10	720722109121	T.K.Yuvaraj	
11	720722109812	ThiyaneshWar.V	
12	720722109087	M.Renganathan	M.Renganathan
13	720722109094	S.Sangeeth kumar	
14	720722109097	V.S.Sanjay Krishna	
15	720722109074	F.Nithish Antony	F.Nithish Antony
16	720722109083	D.Prithviraj	D.Prithviraj
17	720722109098	SANTHAPRAKASH M	M.Santhaprakash
18	720722109073	G.Naveen Prasath.	G.Naveen Prasath
19	720722109085	Ramachandran R	
20	720722109069	Muthu Balaji.K	K.Muthubalaji
21	720722109806	Jofrin mathew L.C.	
22	720722109086	R.Rajik	
23	720722109120	Yukis.S	
24	720722109081	K.Praveen	
25	720722109805	IZHAMSHAN.C.A	
26	720722109066	mubashir musthafa	
27	720722109102	Shamil Noushad	
28	720722109804	Gautham.EP	
29	720722109064	Muhammed Nihan	

30	720722109067	Muhammad Nabil T.K	[signature]
31	720722109070	Navaneeth	[signature] Kunden
32	720722109115	Vignesh.P. Prasad.	[signature]
33	720722109118	E.S.VIVEK	[signature]
34	720722109084	C.R.Ragul	[signature]
35	720722109096	Sanjay K.S	[signature]
36	720722109108	S.Surya	[signature]
37	720722109114	Vignesh.N	[signature]
38	720722109082	Prem Kumar.R	[signature]
39	720722109103	Shelgun	[signature]
40	720722109104	Sikesh.	[signature]
41	720722109075	R. Nithish kumar	R. Nithish Kumar
42	720722109100	R. Sathish	R. Sathish
43	720722109092	C.Sakthi Harish	[signature]
44	720722109076	B.Nithish Kumar	B.Nithish
45	720722109068	M.Mukesh	[signature]
46	720722109101	K. Sethu	[signature]
47	720722109099	A.Santhosh	A.Santhosh
48	720722109811	M.G.Sudharsan	M.G.Sudharsan
49	720722109072	Naveen kumar K.A	K.A Naveen kumar
50	~~720722109083~~	~~Prithivi raj.D~~	
51	720722109091	Sahaya Lesin.X	X. [signature]
52	720722109095	S.Sanjai	S.Sanjai
53	720722109098	Tharun kumar	S.Tharun
54	720722109090	Sagith Varsan	[signature]
55	720722109116	Vishal	Vishal
56	720722109808	Adhi	[signature]
57	720722109071	Naveen	Naveen
58	720722109031	K.Gandhi kumar	K.Gandhi Kumar
59	720722109810	SANKAR.A	[signature]
60	720722109807	KATHIRESH.P	[signature]
61	720722109803	Balaji.S	[signature]
62	~~[illegible]~~		
63	720722109110	T.J.Tharun	[signature]

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Department of Mechatronics Engineering

Seminar
On
"Module of Courses Through IOT Platform"

ATTENANCE SHEET **DATE: 26.02.2024**

S.NO	REG NUM	STUDENT NAME	SIGNATURE
64	720722109018	Bexsilin Sam S.M	[signature]
65	720722109032	Gowtham. J	[signature]
66	720722109012	R. Aakash.	[signature]
67	720722109013	Amarnath. A.R	[signature]
68	720722109005	Aiswar. M	[signature]
69	720722109052	M. Manoj Kumar	[signature]
70	720722109016	A. Arun Prakash	[signature]
71	720722109011	AKASH MANI. N	[signature]
72	720722109010	AKASH. K	[signature]
73	720722109043	JOESPH IMMANUVEL	[signature]
74	720722109019	Chandru. V	[signature]
75	720722109063	Mohleeshwar. S	[signature]
76	720722109053	M. Marieswaran. M	[signature]
77	720722109025	R. Dharanish	[signature]
78	720722109027	Dhinosha. L	[signature]
79	720722109049	P. Kruthika Priya	[signature]
80	720722109024	R. Dhanusya	[signature]
81	720722109039	K. Janarthanan	[signature]
82	720722109040	M. Jayachandran	[signature]
83	720722109051	R. Kulothungan	[signature]
84	720722109045	S. Karthikeyan	S. KARthikeyan
85	720722109054	S. Mathanmoorthy	[signature]

86	720722109046	S Kavin Raj	Kavin Raj
87	720722109022	Deepesh	Deepesh
88	720722109047	Kavinilavan	Kavinil.
89	720722109020	Dhanhan pandian	Dhan
90	720722109021	Deepak Raj	
91	720722109044	Kaliyamoorthy .J	J.K
92	720722109006	Ajay. J	Ajay. J
93	720722109055	Mohamed Aslam.K.M.	Aslam
94	720722109014	ANFAS Mohammed Mustafa	
95	720722109008	AJULDAS. P	Ajul
96	720722109004	Abhishek	AD
97	720722109003	Hadi	
98	720722109021	K. Ganesh kumar.	K. Ganesh
99	720722109061	Mohammed mehwish vm	Meh
100	720722109015	Aniruddh	Anir
101	720722109038	Jeyan. S. Kumar	Jeyan
102	720722109062	Nafih	Nafih
103	720722109057	Nasif	Nasif
104	720722109030	Fuad	Fuad
105	720722109058	Mohammed Anfaq	Anfaq
106	720722109059	Mohammed Bilal Iqbal	Bilal
107	720722109060	Mohammed Irfan A.S	Irfan
108	720722109017	Athul E.P	Athul
109	720722109036	hidhulel	hidhulel
110	720722109033	Gowtham . K	Gowtham
111	720722109048	KHALID JEFRIN.D	Khalid
112	720722109037	IGLOIN SANJAY	
113	720722109007	Ajay Jenson	Ajay
114	720722109020	Elangovan	Elangovan
	720722109802	AUGUST IN.A	

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
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Coimbatore - 641 032

REQUEST FORM TO ORGANIZE AN EVENT

Name of the Faculty	G.THILAK		
Designation	ASSISTANT PROFESSOR		
Department	MECHATRONICS ENGINEERING		
Type of Event	SEMINAR		
In Association With	-		
Category	Institute Level		
Title of the Event	**"GUEST LECTURE ON INDUSTRY 4.0 IN ENGINEERING"**		
No. of Participants Expected	252		
Venue	Ganga Hall		
No. of Days	1 day	**Date(s)**	08.11.2023

Name and Designation of the Resource Person(s):
Mr. Dhanipathy Ramakrishnan
Engineering/ Project Head/CAD/PLM
Cameron, A Schlumberger Company,
Coimbatore.

Details of the Proposed Budget:
DEPARTMENT OF MECHATRONICS ENGINEERING ASSOCIATION INAUGURATION AND GUEST LECTURE on "INDUSTRY 4.0 IN ENGINEERING
Guest Lecture(One/Semester / Dept)Mgmt. Contribution. **Rs.2500/- per guest lecture**

Faculty In-charge

HoD

Approved by

Principal

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.

www.hicet.ac.in

Report for Event organized

Name of the Faculty: **G.THILAK**		
Department : **Mechatronics Engineering**	Designation: **Assistant Professor**	
Name of the Event: **"GUEST LECTURE ON INDUSTRY 4.0 IN ENGINEERING"**		
Level : **College Level**		
Venue / Mode: **Physical mode – Hindusthan College of Engineering and Technology, Valley Campus.**		
No. of Days : 1- DAY	**Date** : 08 /11/2023 - Wednesday (11.00 a m to 01.00pm)	
Funded by : Management		
No. of Participants : 252		Registration charges (if any) : NIL
Faculties & students	II and III-year Mechatronics Engineering Students	

Objective:

- The main motive of organizing this event is to instill an engineering mind set among the student relevant to industry 4.0.
- To impart knowledge on manufacturing processes and its customization
- To educate the students about the significance of industry 4.0 in current scenario

Outcome :

- The students will be able understand the concepts of industry 4.0 in engineering
- The manufacturing processes and its customization with the help of integration of intelligent digital technologies is been clearly understood.
- The significance of enhancing the productivity, cutting down time in manufacturing process, digital information and collaboration in making decisions has been discussed.

Remarks and Feedback on the Event:

- The guest lecture was much useful to the students of mechatronics departments to enhance their knowledge in industry 4.0

Signature of the Faculty | HoD | Principal

Category: **Department**

Weather Event Brochure / Invitation Published in social media : Yes

Brouchure of the event :



Photographs of Event:





Photographs of Event:





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ASSOCIATION INAUGURATION AND A GUEST LECTURE ON

"INDUSTRY 4.0 IN ENGINEERING"

ATTENDANCE

II – A – MECHATRONICS ENGINEERING

S.NO	REG NO	NAME LIST	SIGNATIURE
1	720722109001	ABDU RAHIMAN M P	
2	720722109002	ABDUL GHANI K	
3	720722109003	ABDULHADI MOHAMEDALI	
4	720722109004	ABHISHEK S KUMAR	
5	720722109005	AISWAR M	
6	720722109006	AJAY D	
7	720722109007	AJEAS JENSON J	
8	720722109008	AJUL DAS P	
9	720722109009	AJVADH P	
10	720722109010	AKASH K	
11	720722109011	AKASH MANI N	
12	720722109012	AKASH R	
13	720722109013	AMARNATH A R	
14	720722109014	ANFAS MOHAMED MUSTHAFA	
15	720722109015	ANIRUDH RAMESH	
16	720722109016	ARUN PRAKASH A	
17	720722109017	ATHUL E P	
18	720722109018	BERSILIN SAM S M	
19	720722109019	CHANDRU V	
20	720722109020	DEEPAK ARUN KUMAR S	
21	720722109021	DEEPAK RAJ V	
22	720722109022	DEEPESH K	
23	720722109023	DEVA KUMAR S	
24	720722109024	DHANUSYA R	

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25	720722109025	DHARANISH R	
26	720722109026	DHARSAN PANDIAN K	
27	720722109027	DHINOSHA L	
28	720722109028	ELANGOVAN N	
29	720722109029	FADHI MOHAMMED ASHRAF	
30	720722109030	FUAD FAISAL PULLANI	
31	720722109031	GANESH KUMAR K	
32	720722109032	GOWTHAM J	
33	720722109033	GOWTHAM K	
34	720722109034	HARISH D	
35	720722109036	HITHULAL	
36	720722109037	IJILIN SANJAI S	
37	720722109038	JAGAN S KUMAR	
38	720722109039	JANARTHANAN K	
39	720722109040	JAYACHANDRAN M	
40	720722109041	JEROME BIJOY	
41	720722109042	JOHN VESLIN B M	
42	720722109043	JOSEPH IMMANUEL S	
43	720722109044	KALIYAMOORTHY J	
44	720722109045	KARTHIKEYAN S	
45	720722109046	KAVIN RAJ S	
46	720722109047	KAVINILAVAN M	
47	720722109048	KHALID JEFRIN D	
48	720722109049	KIRUTHIKA PRIYA P	
49	720722109050	KUBESH M S	
50	720722109051	KULOTHUNGAN R	
51	720722109052	MANOJ KUMAR M	
52	720722109053	MARIESWARAN M	
53	720722109054	MATHAN MOORTHY S	
54	720722109055	MOHAMED ASLAM K M	
55	720722109056	MOHAMED EMATH U	

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56	720722109057	MOHAMED NASIF P	
57	720722109058	MOHAMMED ANFUS M S	
58	720722109059	MOHAMMED BILAL IQBAL	
59	720722109060	MOHAMMED IRFAN A S	
60	720722109061	MOHAMMED MEHWISH V M	
61	720722109062	MOHAMMED NAFIH P	
62	720722109063	MOULEESHWAR S	
63	720722109801	ASWIN S	
64	720722109802	AUGUSTIN A	
65	720722109809	RAM PRAKASH D	

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ASSOCIATION INAUGURATION AND A GUEST LECTURE ON

"INDUSTRY 4.0 IN ENGINEERING"

ATTENDANCE

SL.NO	REGISTER NO	NAME OF THE STUDENT	SIGNATURE
1	720722109064	MOHAMMED NIHAN V P	
2	720722109066	MUBASHIR MUSTHAFA	
3	720722109067	MUHAMMED NAFIL T K	
4	720722109068	MUKESH KANNAN M	
5	720722109069	MUTHU BALAJI K	
6	720722109070	NAVANEETH KRISHNAN C	
7	720722109071	NAVEEN K	
8	720722109072	NAVEEN KUMAR K A	
9	720722109073	NAVEEN PRASATH G	
10	720722109074	NITHISH ANTONY F	
11	720722109075	NITHISH KUMAR A	
12	720722109076	NITHISHKUMAR B	
13	720722109077	PASUPATHIRAJ R	
14	720722109078	PAVANTHEJA S	
15	720722109079	PAWAN V	
16	720722109080	PRASANNA K	
17	720722109081	PRAVEEN K	
18	720722109082	PREM KUMAR R	
19	720722109083	PRITHIVIRAJ D	
20	720722109084	RAGUL C R	
21	720722109085	RAMACHANDRAN R	
22	720722109086	RANJITH R	
23	720722109087	RENGANATHAN M	
24	720722109088	RICHARD A	
25	720722109089	ROHITH GANTH G	
26	720722109090	SAGITH VARSAN A	
27	720722109091	SAHAYA LESIN X	
28	720722109092	C SAKTHI HARISH	
29	720722109093	SAMUEL D	

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30	720722109094	SANGEETHKUMAR S	
31	720722109095	SANJAI S	
32	720722109096	SANJAY K S	
33	720722109097	SANJAY KRISHNA V S	
34	720722109098	SANTHAPRAKASH M	
35	720722109099	SANTHOSH A	
36	720722109100	SATHISH R	
37	720722109101	SETHU K	
38	720722109102	SHAMIL NOUSHAD	
39	720722109103	SHELGIN L	
40	720722109104	SIKESH K	
41	720722109105	SIVANESAN R	
42	720722109106	SRI RAM R	
43	720722109107	SUBHAN SHUHAIB	
44	720722109108	SURYA S	
45	720722109109	THARUN KUMAR S	
46	720722109110	THARUN T J	
47	720722109111	THIRUMOORTHY G	
48	720722109112	VETRIVEL M	
49	720722109113	VIGNESH KUMAR S	
50	720722109114	VIGNESH N	
51	720722109115	VIGNESH P PRASAD	
52	720722109116	VISHAL M	
53	720722109117	VISHWANATH M	
54	720722109118	E S VIVEK	
55	720722109119	YOGESHWARAN R	
56	720722109120	YUTHIS S	
57	720722109121	YUVARAJ T K	

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ASSOCIATION INAUGURATION AND A GUEST LECTURE ON

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ATTENDANCE

III – A – MECHATRONICS ENGINEERING

S.NO	REGISTER NUMBER	NAME LIST	SIGNATURE
1	720721109001	ABARASIVAM B	
2	720721109002	ABDUL BASITH S	
3	720721109003	ABHIJITH K T	
4	720721109004	AJMAL THAKSIN A	
5	720721109005	AKASH A S	
6	720721109006	AMIZHDHAYAZH M	
7	720721109007	AMOGHA PRASANTH A P	
8	720721109008	AMOSE F	
9	720721109009	AMUTHAN S	
10	720721109010	ANANDHU GIRISH KUMAR	
11	720721109011	ANBARASU P	
12	720721109012	ARJUN PRAKASH	
13	720721109013	ARSHATH FARVASH J	
14	720721109014	ASHIQ HAMRAS P V	
15	720721109015	ASWIN KRISHNA	
16	720721109016	ASWIN U	
17	720721109017	BAASIL MOHAMMED BINIYAMIN	
18	720721109018	BALA N	
19	720721109019	BALASURYA S	
20	720721109020	BARANI P	
21	720721109021	BINO BIJU	
22	720721109022	DHANUSH PRAVEEN A	
23	720721109023	DINESH KUMAR K	
24	720721109024	FAZAL RAHMAN K V	
25	720721109026	GOKULKANNAN M	
26	720721109027	HARI PRASANTH L	
27	720721109028	HARIPRASATH A	
28	720721109029	HARRISJAGAN J	
29	720721109030	JAGANATHAN K P	
30	720721109031	JAISARAVANA T	
31	720721109032	JEEVA P	

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32	720721109033	JEEVAN P HARIHARAN	
33	720721109034	JEEVASUNDARAM A	
34	720721109035	KAMALA GANESH A R	
35	720721109036	KAMALESHWARAN B	
36	720721109037	KARIKALACHOLAN S	
37	720721109038	KARTHIKEYAN K	
38	720721109039	KATHIRAVAN D	
39	720721109040	KAVIARUN M	
40	720721109041	KIFIL P	
41	720721109042	KISHAN K NAIR	
42	720721109043	KISHKINTH V S	
43	720721109045	LINGESHWARAN S	
44	720721109046	MAHI KRISHNA T V	
45	720721109047	MANOJ M	
46	720721109048	MANOJ S	
47	720721109099	REEGAN R	
48	720721109803	ANISH P	
49	720721109805	BHUVANESHWARAN C	
50	720721109808	DINESH L J	
51	720721109809	GAUTHAM S KOMATH	
52	720721109810	GAYATRI G	
53	720721109813	JAYASEELAN S	
54	720721109814	JONEL A	
55	720721109815	MADHANA VIGNESH B	
56	720721109816	MOHAMED HARUN H	
57	720721109817	MOHAMMED SHAHEER T	
58	720721109818	NITHESH KUMAR S	
59	720721109819	POOJITH KUMAR L	
60	720721109820	PRATHAP G	
61	720721109824	SANJAY S	
62	720721109826	SHANTHOSH J B	
63	720721109828	VINESH KARTHI A	

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"INDUSTRY 4.0 IN ENGINEERING"

ATTENDANCE

III – B – MECHATRONICS ENGINEERING

S.NO	REGISTER NUMBER	NAME LIST	SIGNATURE
1	720721109049	MOHAMED RAFIQ M M	
2	720721109050	MOHAMMED ADNAN H	
3	720721109051	MOHAMMED ANSIL C P	
4	720721109053	MOHAMMED SABIK S	
5	720721109054	MOHIT K	
6	720721109056	MUHAMMED MISHAL SHAMSUDHEEN	
7	720721109057	MUTHU KUMAR S	
8	720721109058	NAVEEN R	
9	720721109059	NAVEEN S	
10	720721109060	NISAMUDHEEN T P	
11	720721109061	PRAVEEN BALA S	
12	720721109062	PRAVEEN J	
13	720721109063	PURAN Y	
14	720721109064	RAHMATHULLAH	
15	720721109065	RAHUL PS	
16	720721109066	RAKESH S	
17	720721109067	RANJAN S	
18	720721109069	SABTHA SRIRAM K	
19	720721109070	SAKTHIVEL V	
20	720721109071	SANJAI RAJ R	
21	720721109072	SANJAY S K	
22	720721109073	SARAVANAN S	
23	720721109074	SATHISH M	
24	720721109075	SATHIYANARAYANAN D	
25	720721109076	SATHRACK BENIYAL A	
26	720721109077	SHANMUGANATHAN P	
27	720721109078	SHARON MOSSES K	
28	720721109079	SHYAM SUNDAR K	
29	720721109080	SIVARAMAN S	
30	720721109081	SOLLIN SELVAN S	
31	720721109082	SRI SURYA PRASANTH S	

32	720721109083	SRI YASHWIIN A C	
33	720721109084	STEVE MATHEW JOHN	
34	720721109085	SUFIAN AMMED	
35	720721109086	SURENDHIRAN B	
36	720721109087	THASBIN NEELAMBRA	
37	720721109088	VASANTH M S	
38	720721109089	VENKADESHAN J	
39	720721109090	VENKATESH S	
40	720721109091	VIGNESH KUMAR V	
41	720721109092	VIGNESH M	
42	720721109093	VIGNESH M	
43	720721109094	VIJAYARAJ K	
44	720721109095	VISWA RAJA S	
45	720721109096	VIVEK C	
46	720721109097	YASIR M RAZAK	
47	720721109098	YOGESH M	
48	720721109801	AJAY K	
49	720721109802	AKASH M	
50	720721109804	ASWIN T	
51	720721109806	DEEPAK P	
52	720721109807	DINESH B	
53	720721109811	GUNASEKARAN E	
54	720721109812	IRSHATH AHAMED S	
55	720721109821	RAGESH A	
56	720721109822	SAJITH V S	
57	720721109823	SAKTHIVEL M	
58	720721109825	SANTHOSH L	
59	720721109827	SHREE KRISHNAA N	
60	720721109829	YOGESHWARAN P	
61	720721109830	YUVAN SRI S	
62	720721109831	DIVAKAR R	

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST

HICET

Hindusthan
College of Engineering and Technology,
Valley Campus, Pollachi Highway, Coimbatore 641 032.
www.hicet.ac.in

INSTITUTION'S INNOVATION COUNCIL (Ministry of HRD Initiative)

Report for Event organized

Name of the Faculty: **Dr..T.VANDARKUZHALI**		
Department : **Mechatronics Engineering**		Designation : **Associate Professor**
Name of the Event: **" Experience is the key to successful entrephreneurship "**		
Level : **College Level**		
Venue / Mode: **GANGA HALL physical mode – Hindusthan College of Engineering and Technology, Valley Campus.**		
No. of Days : 1- DAY		**Date** : 19 /09/2023 - Friday (11.00 a m to 01.00pm)
Funded by : **Nil**		
No. of Participants :		Registration charges (if any) :Nil
Faculties & students	100 + 2	
Objective:		

Our country is witnessing an excellent growth in the start-up ecosystem with the creation of new opportunities and markets for entrepreneurs. It is desirable to keep up this pace by training the young generation and building capacity with all the skills of an entrepreneur. At present, a gap exists between what is desirable and the current state of learning outcomes which needs to be bridged by undertaking major reforms in the education system.

Outcome :

All the guiding principles mentioned in the policy like stage wise integration, innovative pedagogies, blended teaching, experiential learning of students, upskilling opportunities for students. To enhance the quality of education in schools, it should be implemented soon.

Remarks and Feedback on the Event:

To Make meaningful contributions to local community through formal and sustained extension programs for school students community.

Plan of Implementing in HiCET (if any) : YES

1. Dr. T. Vandakkizhali
2. P. Karthick

Signature of the Faculty | HoD | Principal

Category: **IIC – Driven Activity**

Weather Event Brochure / Invitation Published in Social Media : Yes

Brouchure of the event :

HINDUSTHAN EDUCATIONAL AND CHARITABLE TRUST

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HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY

(An Autonomous Institution, Affiliated to Anna University, Chennai
Approved by AICTE, New Delhi & Accredited by NAAC with 'A' Grade)
Valley Campus, Pollachi Highways, Coimbatore, Tamilnadu.

INSTITUTION'S INNOVATION COUNCIL

(IIC - Self Driven Activity)

DEPARTMENT OF MECHATRONICS ENGINEERING

in Association With

ENTREPRENEURSHIP DEVELOPMENT CELL

Cordially invites for

ONE DAY SEMINAR

ON

"EXPERIENCE IS THE KEY TO SUCCESSFUL ENTREPRENEURSHIP"



S. DAVID. MA. MBA.

DIRECTOR - VIMAL ASSOCIATES
CEO - VINSON HOME FASHIONS
MANAGING PARTNER - LAKSHMI FIBRES
MANAGING PARTNER - ARAV TRADING CORPORATION

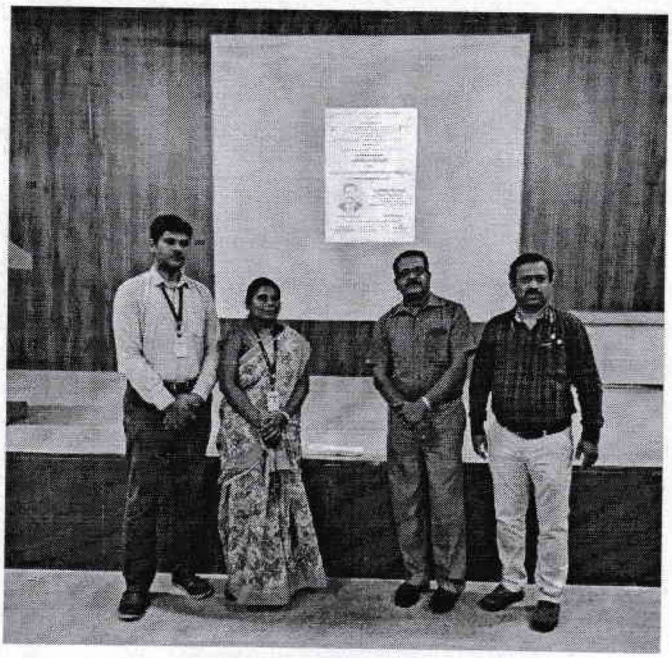
DATE ; 19.09.2023 ***TIME: 2.30 pm***

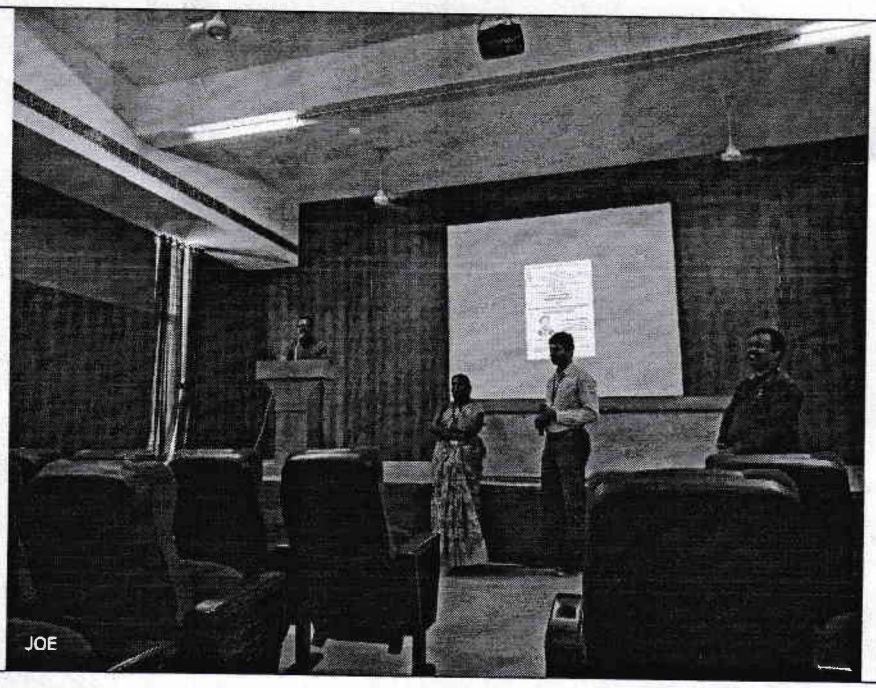
VENUE: GANGA HALL (CSE SEMIAR HALL)

CO-ORDINATOR	CONVENER	PRINCIPAL	CEO
Dr.T.Vandarkuzhali /ASP / MCT Mr.P.Karthik AP / MCT	Dr.P.T.Saravanakumar Professor & Head MCT	Dr.J.Jaya	Dr.K.Karunakaran

HINDUSTHAN COLLEGE OF ENGG & TECH - CSE - 32

Photographs of Event:





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Coimbatore 641 032.

EDII-TN Entrepreneurship

INSTITUTION'S INNOVATION COUNCIL (Ministry of Education Initiative)

(IIC - Self Driven Activity)

CERTIFICATE OF PARTICIPATION

This is to certify that

has attended the SEMINAR ON " EXPERIENCE IS THE KEY TO SUCCESSFUL ENTREPRENEURSHIP" held on 19/09/2023 Organized by Department of Mechatronics Engineering

Co-ordinator
Dr.T.Vandarkuzhali /ASP / MCT

Co-ordinator
(Mr.P.KARTHIK AP/MCT)

Convener
Head of the Departmennt
(Dr.P.T.Saravanakumar)

HINDUSTHAN COLLEGE OF ENGG. & TECH.

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY

HICET *Valley Campus, Pollachi Highway, Coimbatore 641 032.*

DEPARTMENT OF MECHATRONICS ENGINEERING

SEMINAR PARTICIPANT FEEDBACK FORM

➢**NAME OF THE SEMINAR** : ***"EXPERIENCE IS THE KEY TO SUCCESSFUL ENTREPRENEURSHIP"***

➢**NAME OF THE STUDENT** : S. Sudharsan

➢**REG.NO** : 20109067

➢**DEPARTMENT/ YEAR/SEC** : Mechatronics / IV - B

➢**DATE** : 19.09.2023

1. **Was the entrepreneurial seminar useful?**
   - ➲ 1 - Very Low
   - ➲ 2 - Low
   - ➲ 3 - Moderate
   - ➲ 4 - Good
   - ➲ 5 - Very Good
2. **Was the entrepreneurial seminar informative?**
   - ➲ 1 - Very Low
   - ➲ 2 - Low
   - ➲ 3 - Moderate
   - ➲ 4 - Good
   - ➲ 5 - Very Good
3. **Was the entrepreneurial seminar interesting?**
   - ➲ 1 - Very Low
   - ➲ 2 - Low
   - ➲ 3 - Moderate
   - ➲ 4 - Good
   - ➲ 5 - Very Good
4. **How successful do you feel we were in achieving an increase in your understanding of entrepreneurial skills?**
   - ➲ 1 - Very Low
   - ➲ 2 - Low
   - ➲ 3 - Moderate
   - ➲ 4 - Good
   - ➲ 5 - Very Good
5. **What was your knowledge level of the topics covered attending the seminar?**
   - ➲ 1 - Very Low
   - ➲ 2 - Low
   - ➲ 3 - Moderate
   - ➲ 4 - Good
   - ➲ 5 - Very Good

HICET

...Mechatronics Engineering,

Attendance sheet for Seminar on the Tittle of

"Experience is the Key to successful entrepreneurship"

DATE: AN

S.Num	Name Of students	Department	Signature
51	Amarnath A.R	MCT-A	
52	Ajeas Jenson	MCT-A	
53	M.MANOJ KUMAR	MCT-A	
54	Bessilin Sam S.M	MCT-A	
55	Akash R	MCT-A	
56	KHALID D JEFRIN	MCT-A	
57	Jagan S.Kumar	MCT-A	
58	AJULDAS.P	MCT-A	
59	Jerome	MCT-A	
60	Nithulal	MCT-A	
61	Hadi	MCT-A	
62	Abhishake	MCT-A	
63	Fuad Faisal Pullani	MCT-A	
64	Ajwad	MCT-A	
65	Mohamed Hasif	MCT-A	
66	Mohammed Anfus	MCT-A	
67	Mohammed Bilal Iqbal	MCT-A	
68	Mohammed Irfan A.S	MCT-A	
69	Fadhi Mohammed Ashraf	MCT-A	
70	Mohamed EMATH	MCT-A	
71	ABDU RAHIMAN MP	MCT-A	
72	Mohammed Mehwishaadi VM	MCT-A	
73	Arun Prakash A	MCT-A	
74	Gowtham J	MCT-A	
75	Aswar M	MCT-A	
76	S.Deepak arun Kumar	MCT-A	
77	UMO	MCT-A	
78	Sudharsan	MCT-B	
79	S.Udhaya Kumar	MCT-B	
80	Unni Santhosh	MCT-B	
81	Vimal raj	MCT-B	
82	Hari Haran	MCT-B	
83	Jana priyan D	MCT-B	
84	Rahul Raj	MCT-B	
85	Surendar	MCT-B	
86	Naveen Kumar P	MCT-B	
87	Aniss Anandham	MCT-B	
88	John Wesly	MCT-B	
89	Naveen C	MCT-B	
90	Vijayaragavan	MCT-B	
91	Shanmuga priyan S	MCT-B	
92	Dhanush S	MCT-B	
93	Vishwanathan	MCT-B	
94	Dhev Vishal	MCT-B	
95	Kathir	MCT-B	
96	Sina Sankar	MCT-B	
97	Mathan	MCT-B	
98	Thiru Makan	MCT-B	
99	Mathav	MCT-B	
100	Thanush Ram	MCT-B	

HINDUSTHAN COLLEGE CBE-32

Hindusthan College of Engineering and Technology,Coimbatore.

Department of Mechatronics Engineering,

Attendance sheet for Seminar on the Tittle of

Experience is the key to Successful Entrepreneurship"

DATE: FN

S.Num	Name Of students	Department	Signature
1	Shamil Noushad	MCT - B	[signature]
2	Pavan Theja S	MCT - B	[signature]
3	SUBHAN SHUHAIB	MCT. B	[signature]
4	VIVEK. E.S.	MCT. B	[signature]
5	VIGNESH. P. PRASAD	MCT - B	[signature]
6	S. YUTHIS	MCT - B	[signature]
7	R. PREM KUMAR	MCT-B	[signature]
8	PRAVEEN. K	MCT-B	[signature]
9	R. RANJITH	MCT-B	[signature]
10	A. SANTHOSH	MCT - B	[signature]
11	M. Mukesh	MCT-B	[signature]
12	K. Sethu	MCT - B	[signature]
13	SANTHAPRAKASH. M	MCT - B	[signature]
14	A. Sagith Varsan	MCT. B	[signature]
15	T.J. Thavun	MCT - B	[signature]
16	V.S. SANJAY KRISHNA	MCT. B	[signature]
17	R. Sri ram	MCT - B	[signature]
18	R. Yogeshwaran	MCT - B	[signature]
19	M.G. Sudharsan	MCT- B	[signature]
20	K. Sikesh	MCT - B	[signature]
21	Vignesh. N	MCT - B	[signature]
22	Sathish. A	MCT - B	[signature]
23	Sanjay. S	MCT - B	[signature]
24	Joffrin mathew	MCT - B	[signature]
25	Surya. S	MCT - B	[signature]
26	Tharun Kumar. S	MCT - B	[signature]
27	Nithish Kumar A	MCT - B	[signature]
28	Gautham. EP	MCT - B	[signature]
29	Navanath Krishnan. C	MCT - B	[signature]
30	Dhanusya. R	MCT - A	[signature]
31	Dhinosha. L	MCT - A	[signature]
32	Jaruthika Priya	MCT - A	[signature]
33	A. AUGUSTIN	"	[signature]
34	K.M. Mohamed Aslam	MCT-A	[signature]
35	Dharsan Pandian	B.E MCT - A	[signature]
36	DEEPESH. K.	MECHATRONICS - A. B.E	[signature]
37	ASWIN. S 801	MCT-A	[signature]
38	K. Janarthanan 39	MCT-A	[signature]
39	R. Kulothungan	MCT - A	[signature]
40	M. Jayachandran	MCT - A	[signature]
41	Kubesh. MS	MCT - A	[signature]
42	M. Marieswaran	MCT - A	[signature]
43	Y. Deepak Raj	"	[signature]
44	Moaleeshwar. S	"	[signature]
45	Deva kumar	"	[signature]
46	D. Harish	MCT - A	[signature]
47	Sahaya Jesin	MCT - B	[signature]
48	JOHN VESLIN	MCT - A	[signature]
49	RAM PRAKASH	MCT - A	[signature]
50	D. Ijilin Sanjai	MCT - A	[signature]

[signature]

HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY

An Autonomous Institution

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

Coimbatore - 641 032

REQUEST FORM TO ORGANIZE AN EVENT

Name of the Faculty	M.Karthikeyan		
Designation	Assistant Professor		
Department	Mechatronics Engineering		
Type of Event	OFFLINE Event– Guest Lecture		
In Association With	The Robotics Society		
Category	~~International / National / State / Regional~~ /Institute Level		
Title of the Event	Guest Lecture on Product Development Using CAE Tool		
No. of Participants Expected	150		
Venue	Department of Mechatronics Engineering, HICET		
No. of Days	1	**Date(s)**	03.05.2024

Name and Designation of the Resource Person(s):

Baskaran S
Chief Executive Officer,
Gallberry Academic Ventures

Details of the Proposed Budget:NIL

Faculty In-charge

Approved by

Principal

PRINCIPAL
Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032

Hindusthan College of Engineering and Technology

(An Autonomous Institution, Affiliated to Anna University, Chennai
Accredited by NBA (AERO, AUTO, CIVIL, CSE, ECE, EEE, IT, MECH, MECHATRONICS)
Approved by AICTE, New Delhi & Accredited by NAAC with "A++" Grade)
Valley Campus, Pollachi Highways, Coimbatore, Tamilnadu
Tel: +91 422 4262424 | www.hicet.ac.in

Report for Workshop Organized / participated

Name of the Faculty : Mr.M.Karthikeyan

Department : Mechatronics Engineering | **Designation** : Assistant Professor

Nature of the Event: 1 Day Seminar

Category: College Level

Title : Guest Lecture on Product Development Using CAE Tool

Venue : Hindusthan college of Engineering & Technology

No. of Days : 01 | **Dates :** 03.05.2024

Funded by: Nil

No. of Participants : 150 | **Registration charges (if any) :** Nil

Name and Designation of Resource Person(s) :

Baskaran S
Chief Executive Officer,
Gallberry Academic Ventures

Outcomes of the Event:
Students able to understand the technical concepts in product Development.

Remarks and Feedback on the Event: The speakers explained the importance of CAE tools in Produc development. Seminar was very helpful to the students interested in Product Designing and development.

Plan of Implementing in HiCET (if any) : Yes

Signature of the Faculty | HOD | **Principal**

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Hindusthan College Of Engineering & Technology
COIMBATORE - 641 032.

Page1/2



Image of the Event Brochure / Invitation

Hindusthan NBA

Department of Mechatronics Engineering

The Robotics Society

Cordially invites you all for

GUEST LECTURE

on

Product Developement Using CAE Tool

Resource Person
Baskaran S
Chief Executive Officer,
Gallberry Academic Ventures



10.00 AM
03 May, 2024

Ganga Hall,
HICET

HINDUSTHAN COLLEGE OF ENGG & TECH

Geo-Tagged Photographs of Event





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Valley Campus, Pollachi Highway, Coimbatore 641 003 | www.hicet.ac.in

DEPARTMENT OF MECHATRONICS ENGINEERING

ATTENDANCE SHEET

Event name: Guest lecture on Product Date: 03-05-2024

Academic Year: 2023-24 development using CAE Tools Year/Sem/Sec: II/IV

Batch: 2022-2026

S.No	Reg No	Name of the Student	Signature
1	720722109064	MOHAMMED NIHAN V P	
2	720722109065	MRITHYUN JEYAN S	
3	720722109066	MUBASHIR MUSTHAFA	
4	720722109067	MUHAMMED NAFIL T K	
5	720722109068	MUKESH KANNAN M	
6	720722109069	MUTHU BALAJI K	R. Muthubalaji
7	720722109070	NAVANEETH KRISHNAN C	
8	720722109071	NAVEEN K	
9	720722109072	NAVEEN KUMAR K A	
10	720722109073	NAVEEN PRASATH G	G. Naveen Prasath
11	720722109074	NITHISH ANTONY F	F. Nithish Antony
12	720722109075	NITHISH KUMAR A	
13	720722109076	NITHISHKUMAR B	
14	720722109077	PASUPATHIRAJ R	R. Pasupathiraj
15	720722109078	PAVANTHEJA S	
16	720722109079	PAWAN V	
17	720722109080	PRASANNA K	
18	720722109081	PRAVEEN K	
19	720722109082	PREM KUMAR R	
20	720722109083	PRITHIVIRAJ D	
21	720722109084	RAGUL C R	
22	720722109085	RAMACHANDRAN R	
23	720722109086	RANJITH R	R. Ranjith
24	720722109087	RENGANATHAN M	M. Renganathan
25	720722109088	RICHARD A	

26	720721109089	ROHITH GANTH G	
27	720721109090	SAGITH VARSAN A	
28	720722109091	SAHAYA LESIN X	
29	720722109092	SAKTHI HARISH C	
30	720722109093	SAMUEL D	
31	720722109094	SANGEETHKUMAR S	
32	720722109095	SANJAI S	
33	720722109096	SANJAY K S	
34	720722109097	SANJAY KRISHNA V S	
35	720722109098	SANTHAPRAKASH M	
36	720722109099	SANTHOSH A	
37	720722109100	SATHISH R	
38	720722109101	SETHU K	
39	720722109102	SHAMIL NOUSHAD	
40	720722109103	SHELGIN L	
41	720722109104	SIKESH K	
42	720722109105	SIVANESAN R	
43	720722109106	SRI RAM R	
44	720722109107	SUBHAN SHUHAIB	
45	720722109108	SURYA S	
46	720722109109	THARUN KUMAR S	
47	720722109110	THARUN T J	
48	720722109111	THIRUMOORTHY G	
49	720722109112	VETRIVEL M	
50	720722109113	VIGNESH KUMAR S	
51	720722109114	VIGNESH N	
52	720722109115	VIGNESH P PRASAD	
53	720722109116	VISHAL M	
54	720722109117	VISHWANATH M	
55	720722109118	VIVEK E S	
56	720722109119	YOGESHWARAN R	
57	720722109120	YUTHIS S	
58	720722109121	YUVARAJ T K	