



WINDICARE
INDIA PRIVATE LTD

WELCOME LETTER

(5 | 9 | 2023)

Dear LOGESH JAGAN A

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the same and conditions of welcome letter are as under:

1. You are designated as TRAINEE ENGINEER
2. Your date of commencement of Employment will be on SEP 08
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 1,00,000/- PM. (Basic Pay, Accommodation & Travel)
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed Documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet).

- KYC - (Address & ID Proof)
- Aadhar Card along with your DOB
- Original Academic Certificates (all from 10th to Highest) - with 2 set of photographs.
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates:

- Original Resignation Letter with acknowledgment - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (2 months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours Truly,
For Windicare India Private India Limited..


D. Prabhu
Area Controller (Quality)



PRINCIPAL
REGIONAL OFFICE OF ENGINEERING & TECHNOLOGY
WINDICARE INDIA PRIVATE LIMITED, TELANGANA
BANGALORE - 560 002



WINDCARE
INDIA PRIVATE LIMITED
PLOT NO. 10, PHASE II, INDUSTRIAL AREA, GATEWAY INDUSTRIAL ESTATE, SECTOR 10, Gurgaon, Haryana

WELCOME LETTER

15/9/2024

Dear ARWINDH C.K

Congratulations!!

We are pleased to issue the welcome letter based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINER - EMPLOYEE
 2. Your date of commencement of Employment will be on SEPT-2024.
We will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 1,00,000/- PM. Free food, accommodation & Travel.
Fixed
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet)
- KYC - (Address & ID Proof)
 - Achar Card along with your DOB
 - Original Academic Certificate (all from 10th to Highest) - with 2 set of photocopy.
 - 2x passport size photograph (Recent)
 - Link Facebook: photocopy

For Experience candidates

- Original Resignation Letter with address given to - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

Authorized Signatory

WINDCARE INDIA PRIVATE LIMITED
INDUSTRIAL AREA, GATEWAY INDUSTRIAL ESTATE, SECTOR 10, Gurgaon, Haryana
WINDCARE INDIA PRIVATE LIMITED - EST 1988



WINDCARE
INDIA PRIVATE LTD

WELCOMELATTER

15/09/2024

Dear SRIHARSHAN M

Congratulations!

We are pleased to issue the welcome letter, based on your interest and satisfaction of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINING ENGINEER.
 2. Your date of commencement of Employment will be on 5 Sept - 2024.
We will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 100000/- PM. (Free food, Accommodation & Travel).
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance we will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- ✓ AIC - (Address & ID Proof)
 - ✓ Achar Card along with your DOB
 - ✓ Original Academic Certificates (all from 10th to Highest) - with 2 sets of photocopies.
 - ✓ Six 3500 3001 Size photographs (Recent)
 - ✓ Pass Facebook photocopy

For Experience candidates

- ✓ Original Resignation letter with acknowledgment - If required
- ✓ Relieving letter from previous employer (Original) - If required
- ✓ 70% of compensation list drawn (2 Months - Online)

Looking forward to a long and mutually beneficial career with us!

Yours truly,
For Windcare India Private India Limited,


Authorized Signatory

RECEIVED AT
WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED



WINDCARE
INDIA PRIVATE LTD

Windcare Group Ltd

WELCOME LETTER

Dear YUGAN KUMAR

14/19/2021

Congratulations!

We are pleased to issue the welcome letter based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TECHNICAL ENGINEER
 2. Your date of commencement of Employment will be on 15/07/2021
Will send the exact date of joining details through email.
 3. You are entitled to receive compensation of INR 1,00,000/- PM. (Pay Band, Accommodation & Travel Fund)
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Hence bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide overseas opportunities after 6 months of work completion.
 8. During joining have to bring the PPE's (Safety shoes & Yellow Colour safety vesting belt etc)
- IDP - (Address & ID Proof)
 - Achar Card along with your DCE
 - Original Academic Certificates (all from 10th to High school) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Experience candidates,

- Original Acknowledgment letter with acknowledgement - If required
- Resigning letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private Limited,


Authorised Signatory




PRINCIPAL
PERSONNEL DEPARTMENT & TECHNOLOGY
WINDCARE INDIA, BALARAMPALLE TRUST
THIRUVIDYAPURAM - 605 001



WINDCARE
INDIA PRIVATE LIMITED
Windcare India Private Limited

WELCOME LETTER

15/9/2021

Dear DINESH J

Congratulations!

We are pleased to have the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINING ENGINEER.
 2. Your date of commencement of Employment will be on SEP-2021
Will send the exact date of joining details through sms.
 3. You are entitled to receive compensation of INR 10000/- PM. (Free Food, Accommodation & Travel).
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- KYC - (Address & ID Proof)
 - Aadhar Card along with your DDB
 - Original Academic Certificates (8th from 10th to Highest) -- with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Experienced candidates:

- Original Resignation Letter with acknowledgement - if required
- Relieving letter from previous employer (Original) - if required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

D. Sharma
Authorized Signatory

PRINCIPAL
PRINCIPAL OF ENGINEERING & TECHNOLOGY
WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED

E. Jayashankar
96775 36193
www.punnet.com

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ലക്ഷ്മി റോഡ്

Er.M. Sureshbabu
99943 12933

പുനർ കൺസ്ട്രക്ഷൻ

28 Es, Punalur Road, Punalur, Kerala - 627 451.

16/3/22

Dear J. Suresh:

We are pleased to offer you the fulltime position of Trainer at Punnet construction, Tirunelveli with a start date of 16-3-2022. You will be reporting directly to Mr Sureshbabu at Punnet construction, Tirunelveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainer Position for first one year.

The annual starting salary for this position is Rs.1, 80,000 per Annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Punnet construction will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of Punnet construction you are also eligible for our benefits programs, which includes (medical insurance, 401(k), vacation time, etc.), and other benefits which will be described in more detail in the [employee handbook, orientation package, etc.]

Please confirm your acceptance of this offer by signing and returning this letter by 10-3-2022


We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,


Mr. Mithun

Manager

Punnet Construction


PRINCIPAL
PUNNET CONSTRUCTION
KALAKKALATHUR, PUNALUR DIST. - 627 451.

உறுப்பினர்
96778 36193
www.parrner.com

உறுப்பினர்
உறுப்பினர் உறுப்பினர்

Er.M.Sivaneswaran
99943 12933

பள்ளி கன்ஸ்ட்ரக்ஷன்

38 E.S. PARK, PILLAYAR COLLEGE ROAD, PILLAYAR, CHENNAI - 600 051.

16/5/22

Dear Mr. Sivasubramanian,

We are pleased to offer you the full-time position of Trainee at Parrner construction, Tiruvallur with a start date of 15-5-2022. You will be reporting directly to Mr.Sivaneswaran at Parrner construction, Tiruvallur. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainee Position for first one year.

The annual starting salary for this position is Rs.1, 50,000 per Annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Parrner construction will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of Parrner construction you are also eligible for our benefits program, which includes (medical insurance, 401(k), vacation time, etc.), and other benefits which will be described in more detail in the (employee handbook, orientation package, etc.).

Please confirm your acceptance of this offer by signing and returning this letter by 30-5-2022


We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,


Mr. Mungai

Manager

Parrner Construction


PRINCIPAL,
PILLAYAR COLLEGE, PILLAYAR, CHENNAI - 600 051.
PILLAYAR COLLEGE, PILLAYAR, CHENNAI - 600 051.
PILLAYAR COLLEGE, PILLAYAR, CHENNAI - 600 051.

English
96775 36193
Tamil

ஆங்கிலம்
96775 36193

Er.M. Anantharaman
99943 12933

பள்ளி கன்ஸ்ட்ரக்ஷன்

28 E1, 300th Street, Chennai-600 051.

06/3/22

Dear Mr. Anantharaman,

We are pleased to offer you the full-time position of Trainee at Pannar construction, Tiruvelli with a start date of 16-3-2022. You will be reporting directly to Mr Sivaneswaran at Pannar construction, Tiruvelli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainee Position for first one year.

The usual starting salary for this position is Rs. 80,000 per Annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Pannar construction will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite period of time.

As an employee of Pannar construction you are also eligible for our benefits program, which includes (medical insurance, 401(k), vacation time, etc.) and other benefits which will be described in more detail in the (employee handbook, orientation package, etc.).

Please confirm your acceptance of this offer by signing and returning this letter by 20-3-2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Mr. Anantharaman

Manager

Pannar Construction

PRINCIPAL

FOR STATE OF ENGINEERING & TECHNOLOGY
MILLETY STREET, PALANASSITTA, TAMIL
NADU, INDIA. TEL: 9994312933

பள்ளி கன்ஸ்ட்ரக்ஷன்

25 E.E. சாமிநாதன் தெருவு, சிவசமுத்திரம் - 627 451

2022/3/16

Dear Mr. Senthil

We are pleased to offer you the full-time position of Trainee at Partner construction, Tirunelveli with a start date of 16-3-2022. You will be reporting directly to Mr. Sivasubramanian at Partner construction, Tirunelveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainee Position for first one year.

The annual starting salary for this position is Rs.1, 80,000 per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Partner construction will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of Partner construction you are also eligible for our benefits program, which includes [medical insurance, PF, gratuity, etc.] and other benefits which will be detailed in more detail in the [employee handbook, orientation package, etc.].

Please confirm your acceptance of this offer by signing and returning this letter by 30-3-2022.


We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,


Mr. Manoj

Manager

Partner Construction


PARTNER CONSTRUCTION
110, SIVASUBRAMANIAN STREET, CHENNAI - 600 026
CONTACT: 99943 12933
WWW.PARTNERCONSTRUCTION.COM

☎ 96775 36193
☎ 99943 12933

புது சாமி துறை
கட்டுப்பாடு கட்டிடம்

☎ 99943 12933

பள்ளி கன்ஸ்ட்ரக்ஷன்

28/51, புதிர் தெருவின் கிழக்கில் 1307, இலாபவாய்ப்புக்கூடம் - 627 451.

☎ 16/3/22

Dear Mr. Marisendi

We are pleased to offer you the full-time position of Trainee at Partner construction, Tirunelveli with a start date of 16-3-2022. You will be reporting directly to Mr.Sivaneswaran at Partner construction, Tirunelveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainee Position for first one year.

The annual starting salary for this position is ₹.L. 10,000 per Annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Partner construction will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of Partner construction you are also eligible for our benefits program, which includes [medical insurance, 401(k), vacation time, etc.], and other benefits which will be described in more detail in the [employee handbook, orientation package, etc.].

Please confirm your acceptance of this offer by signing and returning this letter by 30-3-2022.


We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,


Mr. Marisendi

Manager

Partner Construction


PRINCEPAL
PARTNER CONSTRUCTION & TECHNOLOGY
MELAIKOTTAPODI, KALAMANGALAM TOWN
TIRUNELVELI DIST - 627 451

OFFER LETTER

Dear Kavlya S

Photoshooto is excited to bring you on board web developer.

You're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated internship with Photoshooto.

Photoshooto is offering a position on web developer reporting to the respected team leader and TIs will be assigned once the onboarding will be done. Your internship will be starting on 25th February, 2022 at work from home (remote). Expected hours of work are 6 days of week and 4 hours a day.

In this position, Photoshooto is offering to start you unpaid, at the duration of Two months of internship period.

You will be provided with the some of the intellectual property like, LOGO, Company's other confidential documents bonded with the company's NDA policies.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement 31st January 2022.

Regards,

Siddagya

Siddagya Swamy
DIRECTOR



[Handwritten Signature]

Candidate's Signature

OFFER CUM APPOINTMENT LETTER

To

Date: 28-APRIL- 2022

ISHWARYA, K

Subject : Appointment for Trainee Manager/ Development Officer

Dear Candidate

We are pleased to offer you the position of **TRAINEE MANAGER/ DEVELOPMENT OFFICER** at **THE INNOVATIVE GROUP** (Division of Impact). We feel confident that you will contribute your skills and knowledge towards the growth of our organization.

As per the discussion, your starting date will be on **28-APRIL-22**, please find the Hand Book enclosed herewith contains Job Description, Perks and Benefits offer by the company.

Please confirm your acceptance of this offer by signing and returning the copy of this Offer Letter.

We look forward to welcoming you on board

With Regards



HR/HRD/IS/AL
PERSONNEL & TRAINING DEPARTMENT
MELAKKALPALLY, PALANAKOTTA ROAD
CHENNAI-600 022

Thanga kumar.K

The Innovative Group (Division of Impact)

UNITEDHANDS SOFTWARE SOLUTIONS (OPC) PVT LTD

375/A 1B-4, TNHB Colony, Kallapatty,

Annamor (PO), Tiruchengode,

Namakkal, Tamil Nadu, India, 637214

Office: +91-762-431-9805

<https://www.unitedhands.co/>

TAN: CHEU056199

FAN: AACU9411E



UNITEDHANDS SOFTWARE SOLUTIONS (OPC) PVT LTD

Date: 10/02/2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Harinarisurya.D has started the internship program at UNITEDHANDS SOFTWARE SOLUTIONS(OPC) Pvc. Ltd from 27.Jan.2022. The duration of the internship program is three months.

He is currently working on the Inventory Management project as a Trainee. This project aims to provide inventory services to the construction companies. He is fulfilling our expectations currently.

We wish him all the best for his upcoming career.



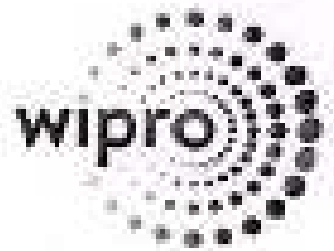
UNITED HANDS SOFTWARE
(OPC) PVT. LTD.

P. Vasanth
P. VASANTH Proprietor

DIRECTOR, UNITEDHANDS SOFTWARE SOLUTIONS(OPC) PVT LTD



PROFESSOR, A/E
VETU COLLEGE OF ENGINEERING & TECHNOLOGY
KORATTUR-24, KALYANDURAI TALUK
TAMILNADU-621102



APPOINTMENT LETTER

Ref: 201 2020

To: Mrina A.

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as Project Engineer. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the company policy updated from time to time.

Appointment Details:

- The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- The retirement age is 65 years.
- You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. 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.
- We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from one of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliveries to customers.
- This offer of appointment is subject to your successful completion of all particular requirements as laid down by the University/institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications predominate the date of appointment.
- The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- Your salary will be reviewed periodically as per Company policy.
- Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

Other Benefits:

You will also be eligible for:

- Leave, holidays and working hours as applicable to your stream and location of posting. - www.wipro.com

PRINCIPAL

WIPRO LIMITED TECHNOLOGICAL
WIPRO LIMITED, WIPRO CITY, CHENNAI
TECHNOLOGICAL PARK, CHENNAI

ii. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

Responsibilities:

a. In view of your position and office, you will be expected to perform all responsibilities effectively, efficiently 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 the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics (Policies), as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with the 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 and appropriate disciplinary action will be initiated.

Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any relationship, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. 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 the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

I. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company;

II. Any customer or vendor of the Company to move its existing business with the Company to a third party or to terminate its business relationship with the Company;

III. Any existing employee to become associated with, or perform services of any type for any third party;

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

Confidentiality:

a. 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, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have a pre-employment obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or pre-employment agreements that would prevent you from working without limitations for the Company.

Assignment of Intellectual Property

In connection with your employment and during the term of your employment, you shall disclose and assign to the Company all Intellectual Property that you create, conceive, or develop, in whole or in part, during the term of your employment, whether or not you are an inventor, creator, or developer of such Intellectual Property. Intellectual Property shall include:

WIPRO
SOLUTIONS
Private Limited
100, Wipro Park Road
Bangalore - 560 087
INDIA

course of your employment with the Company you will be providing services to customers or clients of the Company during the course of your employment with the Company you will be handling sensitive information including but not limited to key customers of the Company, you will for reasons, 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 six (6) months after termination 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 six (6) months preceding the termination.

offer of appointment is subject to the condition that you have not provided us with any false declaration and/or information or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have withheld/reported documentation or made false representation or willfully suppressed material information, you shall be liable to removal from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable law and for enforceable remedies available to us under law.

and you that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to or affect your commitments under this employment contract.

ii. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

iv. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that 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. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

You note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or reverse the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn a Post-joining programme, self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Down modules, and 1 on 1 on-site or specific skills and technology learning. Through this extensive training the Company makes significant investment for your professional growth and successful journey in the projects. In consideration of the Company reporting confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the Company for a period of at least 12 months commencing from the date of your joining. In case you choose to leave the Company before the completion of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of up to Rs. 10,000/- (Rupees Ten Thousand only) or the amount defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination

Your employment with the Company shall be terminable, with or without cause, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or retain salary in lieu of the notice period. Further, the Company may at its discretion follow up with you such date as it may determine in relation to the expiry of the notice period. However, if the Company desires you to continue with the employment during the probationary period you shall do so. Notice

Date: 8/1/2023

Surya T,
74A/17 Mappudachi Annam Kovil Street,
Vickramasingapuram,
Tiruchirappalli-627425

Dear Surya,

Welcome to Centizen Inc.!

In our new journey, you will be experimenting and learning while understanding our deeply held values and our relationships with our clients that are the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,



A JOSEPH
Vice President
Centizen Inc.



OFFICE OF DIRECTOR GENERAL
RELATIONS UNIT, MALAYSIAN AIRLINE
KUALA LUMPUR 50073-881 888

Surya T.

34A/17 Mappadalli Avenue Kovid Street,

Vidyanagar, Bangalore,

Tamilnadu - 627425.

Dear Surya,

Congratulations! We are delighted to make you an offer as Software Engineer Intern and your role is Software Engineer.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of joining Internship will be 6 December, 2021. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is Tamilnadu. You may be asked to relocate to any of our units, departments or the offices of our affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Leave

You are entitled to Earned Leave for 12 working days ~~initially~~ right from your date of joining

POCCOLLEGE OF ENGINEERING & TECHNOLOGY

PALECHENBOY, PALAKKAD DISTRICT, KERALA

TEL: 0495-222-827 988

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the

necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including Internship period. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be INR 7,500 per month (if you are asked to do internship at home, the stipend will be Rs. 5,000 only) and Total Gross Salary for the training period of six months will be INR 15,000 per month. Total Gross Salary after training will be INR 25,000 per month. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Notice period

During the service period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the two months' notice period. Similarly, the Company can terminate your services by giving two months' notice or salary thereof.


Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Centizen Inc. The subject may be given subject to any terms


M. COLLEGE
MADRAS
INDIA

and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

This offer of employment constitutes the entire agreement between you and the Company 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. 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 the Company.

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.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Tirunelveli, India.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

We welcome you to the Centizen and wish you a rewarding career over the years to come.

Yours sincerely,

A JOSEPH
Vice President
Centizen Inc.

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:

Sign your name:

Print your name:

Location:



PRINCIPAL
FOR COLLECT OF BUDGETING & REVENUES
MELAPPURAM -01 DISTRICT TAMIL
NADU
Tirunelveli Dist - 627 002

ANNEXURE - I
(Compensation after One Year)

COMPENSATION DETAILS
(All figures in INR per month)

ROLE	Software Engineer	
ROLE DESIGNATION	Software Engineer	
MONTHLY COMPONENTS		
BASIC SALARY		21,300
FIXED DEARNESS ALLOWANCE (FDA)		2,400
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)		1,000
MONTHLY GROSS SALARY		25,000
Yearly bonus will be provided based on the individual performance (Variable)		0 to 50,000 Per annum
Yearly bonus will be provided based on the company performance (Variable)		0 to 50,000 Per annum

ANNEXURE-II

(Compensation for the first Six months)

COMPENSATION DETAILS
(All figures in INR per month)

ROLE	Software Engineer	
ROLE DESIGNATION	Software Engineer Intern	
MONTHLY COMPONENTS		
SCHOLARSHIP PER MONTH		1,500

(Compensation for the Training period of six months)

COMPENSATION DETAILS
(All figures in INR per month)

ROLE	Software Engineer	
ROLE DESIGNATION	Software Engineer Trainee	
MONTHLY COMPONENTS		
MONTHLY GROSS SALARY		15,000



PRINCE, RAJ

PSN COLLEGE OF ENGINEERING & TECHNOLOGY
BELATHUR, POLURVADIA - 515132
TAMILNADU DIST. - HYDRA

Mr. Siva Subramanian (LRF)

12/1/22

We are pleased to offer you the full-time position of Trainee at Digisailor, Tuticorin with a start date of 12-1-2022. You will be reporting directly to Mr. Rajaraja at Digisailor, Tuticorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainee Position for first one year.

The annual starting salary for this position is Rs.1, 20,000 per Annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of Digisailor you are also eligible for our benefits program, which includes [medical insurance, 401(k), vacation time, etc.] and other benefits which will be described in more detail in the [employee handbook, orientation package, etc.].

Please confirm your acceptance of this offer by signing and returning this letter by 10-3-2022

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.



With Best wishes,


Harjagan S
Principal
Digisailor





0471 222 2222



hr@digisailor.com



100, 10th Street, Tuticorin, Tamil Nadu, India

Dar Durya Dewi CS&S

12/1/22

We are pleased to offer you the full-time position of Trainee at Digisailor, Tuisovon with a start date of 12-1-2022. You will be reporting directly to Mr. Hayaraja at Digisailor, Tuisovon. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainee Position for first one year.

The annual starting salary for this position is Rs.1, 20,000 per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of Digisailor you are also eligible for our benefits program, which includes [medical insurance, 401(k), vacation time, etc.] and other benefits which will be described in more detail in the [employee handbook, orientation package, etc.].

Please confirm your acceptance of this offer by signing and returning this letter by 28-1-2022

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.



With Best wishes,

Hayaraja S
Principal
FOUNDER & CEO
DIGISAILOR
TUISOVON
12/1/22



020 2000 0000



12/1/22



12/1/22

Dear Abhinava (C.A.S)

12/1/22

We are pleased to offer you the full-time position of Trainer at DigisAlor, Tuticorin with a start date of 12-1-2022. You will be reporting directly to Mr. Jayaraj at DigisAlor, Tuticorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to Trainee Position for first one year.

The annual starting salary for this position is Rs.1,20,000 per Annum. In addition to this starting salary, we're offering you bonuses, schemes or structures, etc.

Your employment with DigisAlor will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of DigisAlor you are also eligible for our benefits program, which includes [medical insurance, 401(k), vacation time, etc.], and other benefits which will be described in more detail in the [employee handbook, orientation package, etc.].

Please confirm your acceptance of this offer by signing and returning this letter by 30-3-2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.



With Best wishes,

Mr. Jayaraj
Founder/CEO PRINCIPAL
DigisAlor
OFFICE OF DIGISALOR, 114, TECH WIZARD
BELLARY ROAD, PALAKKADU TALUK,
KANNIYAKUMARI - 674 102



REGISTERED TRADE MARK



www.digisAlor.com
Tuticorin, India



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Date: 18/4/22

Karunakarthik.R
17257, Pillayarkavu street,
Vengalooram, V
Vickramasingapuram.

Dear Karunakarthik,

Welcome to Centizen Inc!

In our new journey, you will be experimenting and learning while understanding our deeply held values and our relationships with our clients that are the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,



A JOSEPH
Vice President
Centizen Inc.



PRINCE J. S.
15400010001, Ekkamthi - 110000087
KALATHUR, P.O., KALAMANGALAM TALUK
TIRUNELVELI DIST. - 626 100.

Karamonkothik R.,
L937, Pithayalavil street,
Vanganur, V
Vadakkuvengalur.

Dear Karamonkothik,

Congratulations! We are delighted to make you an offer as Software Engineer Trainee and your role is Software Engineer.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of joining will be 1 May, 2023. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is Thiruvelli. You may be asked to relocate to any of our units, departments or the offices of our affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 36 months including training period. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, our-

PERIOD OF EMPLOYMENT TO BE ENTERED
RELATIONSHIP TO BE MAINTAINED WITH VALUE
TRAINING PERIOD - 03 YRS.

and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

This offer of employment constitutes the entire agreement between you and the Company 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. 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 the Company.

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.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Tinsukhali, India.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

We welcome you to the Company and wish you a rewarding career over the years to come.

Yours sincerely,

A JOSEPH
Vice President
Company Inc.

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:

Sign your name

Print your name

Location


COMPANY INC.
PVT. LTD. 123, 456, 789, 1011, 1213, 1415, 1617, 1819, 2021, 2223, 2425, 2627, 2829, 3031, 3233, 3435, 3637, 3839, 4041, 4243, 4445, 4647, 4849, 5051, 5253, 5455, 5657, 5859, 6061, 6263, 6465, 6667, 6869, 7071, 7273, 7475, 7677, 7879, 8081, 8283, 8485, 8687, 8889, 9091, 9293, 9495, 9697, 9899, 10001, 10002, 10003, 10004, 10005, 10006, 10007, 10008, 10009, 10010, 10011, 10012, 10013, 10014, 10015, 10016, 10017, 10018, 10019, 10020, 10021, 10022, 10023, 10024, 10025, 10026, 10027, 10028, 10029, 10030, 10031, 10032, 10033, 10034, 10035, 10036, 10037, 10038, 10039, 10040, 10041, 10042, 10043, 10044, 10045, 10046, 10047, 10048, 10049, 10050, 10051, 10052, 10053, 10054, 10055, 10056, 10057, 10058, 10059, 10060, 10061, 10062, 10063, 10064, 10065, 10066, 10067, 10068, 10069, 10070, 10071, 10072, 10073, 10074, 10075, 10076, 10077, 10078, 10079, 10080, 10081, 10082, 10083, 10084, 10085, 10086, 10087, 10088, 10089, 10090, 10091, 10092, 10093, 10094, 10095, 10096, 10097, 10098, 10099, 10100, 10101, 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11103, 11104, 11105, 11106, 11107, 11108, 11109, 11110, 11111, 11112, 11113, 11114, 11115, 11116, 11117, 11118, 11119, 11120, 11121, 11122, 11123, 11124, 11125, 11126, 11127, 11128, 11129, 11130, 11131, 11132, 11133, 11134, 11135, 11136, 11137, 11138, 11139, 11140, 11141, 11142, 11143, 11144, 11145, 11146, 11147, 11148, 11149, 11150, 11151, 11152, 11153, 11154, 11155, 11156, 11157, 11158, 11159, 11160, 11161, 11162, 11163, 11164, 11165, 11166, 11167, 11168, 11169, 11170, 11171, 11172, 11173, 11174, 11175, 11176, 11177, 11178, 11179, 11180, 11181, 11182, 11183, 11184, 11185, 11186, 11187, 11188, 11189, 11190, 11191, 11192, 11193, 11194, 11195, 11196, 11197, 11198, 11199, 11200, 11201, 11202, 11203, 11204, 11205, 11206, 11207, 11208, 11209, 11210, 11211, 11212, 11213, 11214, 11215, 11216, 11217, 11218, 11219, 11220, 11221, 11222, 11223, 11224, 11225, 11226, 11227, 11228, 11229, 11230, 11231, 11232, 11233, 11234, 11235, 11236, 11237, 11238, 11239, 11240, 11241, 11242, 11243, 11244, 11245, 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11389, 11390, 11391, 11392, 11393, 11394, 11395, 11396, 11397, 11398, 11399, 11400, 11401, 11402, 11403, 11404, 11405, 11406, 11407, 11408, 11409, 11410, 11411, 11412, 11413, 11414, 11415, 11416, 11417, 11418, 11419, 11420, 11421, 11422, 11423, 11424, 11425, 11426, 11427, 11428, 11429, 11430, 11431, 11432, 11433, 11434, 11435, 11436, 11437, 11438, 11439, 11440, 11441, 11442, 11443, 11444, 11445, 11446, 11447, 11448, 11449, 11450, 11451, 11452, 11453, 11454, 11455, 11456, 11457, 11458, 11459, 11460, 11461, 11462, 11463, 11464, 11465, 11466, 11467, 11468, 11469, 11470, 11471, 11472, 11473, 11474, 11475, 11476, 11477, 11478, 11479, 11480, 11481, 11482, 11483, 11484, 11485, 11486, 11487, 11488, 11489, 11490, 11491, 11492, 11493, 11494, 11495, 11496, 11497, 11498, 11499, 11500, 11501, 11502, 11503, 11504, 11505, 11506, 11507, 11508, 11509, 11510, 11511, 11512, 11513, 11514, 11515, 11516, 11517, 11518, 11519, 11520, 11521, 11522, 11523, 11524, 11525, 11526, 11527, 11528, 11529, 11530, 11531, 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ANNEXURE - I
(Compensation after Six months)

COMPENSATION DETAILS (All Figures in INR per month)	
ROLE	Software Engineer
ROLE DESIGNATION	Software Engineer
MONTHLY COMPONENTS	
BASIC SALARY	21,500
FIXED DEARNESS ALLOWANCE (FDA)	2,500
BASKET OF ALLOWANCES (This is to be used as per HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	1,000
MONTHLY GROSS SALARY	25,000
Yearly bonus will be provided based on the individual performance (Variable)	0 to 50,000 Per annum
Yearly bonus will be provided based on the company performance (Variable)	0 to 50,000 Per annum

ANNEXURE - II
(Compensation for the first Six months)

COMPENSATION DETAILS (All Figures in INR per month)	
ROLE	Software Engineer
ROLE DESIGNATION	Software Engineer Trainee
MONTHLY COMPONENTS	
MONTHLY GROSS SALARY	15,100



PRINCIPAL
DEPARTMENT OF ENGINEERING & TECHNOLOGY
SRINIVASAN ENGINEERING COLLEGE
SRINIVASAN ENGINEERING COLLEGE

WELCOME LETTER

15 / 9 / 2021

Mr. Haravathi: K**Congratulations!**

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINEE ENGINEER
 2. Your date of commencement of employment will be on SEP - 2021
Will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 10000 PM. Free Food, Accommodation & Travel. Fixed
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents in detail on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- AIC - (Uniform & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Experience candidates

- Original Resignation Letter with acknowledgement - if required
- Relieving letter from previous employer (Original) - if required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Winserve India Private India Limited.


Authorized Signatory

POWERED BY INDIAN RAILWAYS
WINSERVE POWERED BY INDIAN RAILWAYS
TRAINING DEPARTMENT



WIPRO CARE
WiproCare@wipro.com

WELCOME LETTER

15/9/2024

Dear MADHUSRI BOORATHI - M

Congratulations!

We are pleased to issue the Welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRINEE ENGINEER
2. Your date of commencement of employment will be on SEP-16-2024
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 15000/- PM Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet).

- KYC - (Address & ID Proof)
- Achar Card along with your DOB
- Original Academic Certificates (all from 10th to Highest) - with 2 sets of photocopy
- Six passport size photographs (Recent)
- Bank Passbook (INR 00000)

For Experience candidates:

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of completion last drawn [3 Months - Original]

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For WiproCare In-M Private India Limited.


Authorized Signatory



PROCESSED BY HR & TECHNOLOGY
AS-THROUGHTS, PACHARAJUVAI TOLLAM
WIPRO CARE, CHENNAI - 600 006



WIDACARE

WELCOME LETTER

15 / 9 / 2021

Dear JEWELER STEFFY M

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINEE ENGINEER
2. Your date of commencement of Employment will be on SEP 15 2021
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 1,00,000/- PM (Basic, Accommodation & Travel) Fixed
4. Your employment would be subject to the Terms & Conditions mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
 - A.C. - (Address & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to Higher) - with 2 set of photocopy
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy
- For Experience candidates,**
 - Original Resignation Letter with acknowledgement - If required
 - Relieving letter from previous employer (Original) - If required
 - Proof of compensation (if above 18 Months) - Original

Looking forward to a long and mutually beneficial career with us.

Yours truly,
Per Widacare Drift Private India Limited.

D. Subramanyam
Authorized Signatory

PRINCIPAL
WIDACARE DRIFT PRIVATE INDIA LIMITED
WIDACARE DRIFT PRIVATE INDIA LIMITED
WIDACARE DRIFT PRIVATE INDIA LIMITED



Wipro
Wipro Private Limited

WELCOME LETTER

15/09/2021

Dear **SURASH KANDRABOSE - S**,

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as **TRAINEE ENGINEER**
2. Your date of commencement of Employment will be on **SEPT - 2021**
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR **10000/-** PM, Free food, Accommodation & Travel. **Free**
4. Your employment would be subject to the Terms & Conditions mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents to / details on your date of joining.
7. Based on the performance will provide overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- PAN - (Attach & ID Proof)
- Aadhar Card along with your DOB
- Original Academic Certificate (all from 10th to Highest) - with 2 sets of photocopy
- Six (passport size) photographs (Recent)
- Bank Passbook photocopy

For Experience candidates,

- Original Migration letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If not 100
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.



Yours truly,
For Wipro Private Limited (India) Limited,

Authorized Signatory

PRINCIPAL
PROVIDER OF ENGINEERING & TECHNOLOGY
WIPRO PRIVATE LIMITED
TECHNOLOGY & INNOVATION GROUP
INDIANAPOLIS OFFICE - 467-100



15 | 9 | 2021

WELCOME LETTER

Dear MR. RATION, CHRISTOPHER M.

Congratulations!

We are pleased to issue this welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINER - GND/PILOT.
2. Your date of commencement of Employment will be on 06 OCT - 2021.
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR. 10000/- PM. Free Food, Accommodation & Travel. **Food**
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
 - dnc - (address & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to highest) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Experience candidates

- Original Recognition Letter with acknowledgement - If required
- Release letter from previous employer (Original) - If required
- Proof of compensation tax drawn (3 Months) - Original

Looking forward to a long and mutually beneficial career with us.

Sincerely,
For Windsor Global Private Jets Limited.

D. Chinnay
Authorized Signatory



PROTOKOL
PENYUNJUKAN DAN MELAKUKAKAN TERBUKA-DIUM
RELATIFNYA, MELAKUKAKAN PERALIHAN
- TRANSFEREN DUIT - 101132


WELCOME LETTER

15/09/2021

 Dear TRIVIKRUPA . KUNDE - J
Congratulations!

We are pleased to issue the welcome letter, based on your offer and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINING ENGINEER.
2. Your date of commencement of Employment will be on 3-SEP-2021. We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 10000/- per month, Accommodation & Travel Provided.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Uplift opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Color safety working helmet):
 - AIC - (Address & ID Proof)
 - Aadhar Card along with your OCB
 - Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopies.
 - Six passport size photographs (Recent)
 - Dark Facebook photocopy

For Experience candidates,

- Original Resignation Letter with acknowledgment - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3-Months - Original)

Looking forward to a long and mutually beneficial career with us.

 Yours truly,
 For Windcare Energy Private India Limited,

 Authorized Signatory

PRINCE A.L.
 HUMAN RESOURCE DEVELOPMENT
 WINDCARE ENERGY PRIVATE LIMITED
 WINDCARE HOUSE - 3RD FLOOR



WINDCARE
INDIA PVT. LTD.

Windcare - Building a better future together

WELCOME LETTER

15/09/2021

Dear S. Ajithkumar (EEF)

Congratulations!!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TELEPHONE ENGINEER
 2. Your date of commencement of Employment will be on 15/09/2021
WFO read the exact date of joining details through SMS.
 3. You are entitled to receive compensation of BMR 10000/- PM. Plus Food, Accommodation & Travel.
 4. Your employment would be subject to the Terms & Conditions, incorporated in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- KYC - (Address & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Experience candidates.

- Original Resignation Letter with acknowledgment - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

Authorized Signatory

PRINCIPAL
PRINCIPAL OF THE COMPANY & THE ONLY
RELATIONSHIP WITH COMPANY
TRANSACTIONS - 021144



WELCOME LETTER

15/9/2021

Dear Dev M. (EEF)

Congratulations!!!

We are pleased to send the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TECHNICAL SUPERVISOR
 2. Your date of commencement of employment will be on 15/09/2021
Will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 10000/- PM. Free Food, Accommodation & Travel.
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months, from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- CVT - (Address & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Experienced candidates,

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,


Authorized Signatory

PRINCIPAL
PERSONNEL & TRAINING & TECHNOLOGY
WINDCARE INDIA PRIVATE LIMITED
WINDCARE BLDG - 607 102



WELCOME LETTER

15/9/2021

Dear Ganesh Babu. M (E.E.E)

Congratulations!

We are pleased to issue this welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TELECALL FULFILLER
 2. Your date of commencement of Employment will be on 15/09/2021
Will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 10000/- PM. Free Food, Accommodation & Travel.
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- ✓ KYC - (Address & ID Proof)
 - ✓ Achar Card along with your DOB
 - ✓ Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook photocopy

For Experienced candidates:

- ✓ Original Resignation Letter with acknowledgement - if required
- ✓ Relieving letter from previous employer (Original) - if required
- ✓ Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,


Authorized Signatory

WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED



WELCOME LETTER

15/9/21

Dear Indupriya M (EGE)

Congratulations!!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as Finance Executive
 2. Your date of commencement of Employment will be on Sept-30/21.
We will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 10000/- PM. Free Food, Accommodation & Travel.
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- 1. KYC - (Address & ID Proof)
 - 2. Achar Card along with your DOB
 - 3. Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
 - 4. Six passport size photographs (Recent)
 - 5. Bank Passbook photocopy

For Experience candidates,

- 1. Original Resignation Letter with acknowledgement - If required
- 2. Relieving letter from previous employer (Original) - If required
- 3. Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

Authorized Signatory



WINDCARE INDIA PVT. LTD.
PUNJAB
MUMBAI
TEL: 022-2611 2401, 2611 2402



WELCOME LETTER

15/09/21

Dear Tothilashoni - M (FEE)

Congratulations!

We are pleased to issue this welcome letter, Based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINER ENGLISH
2. Your date of commencement of Employment will be on Sept-2021
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of BNR 10000/- PM. Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet)

- > KYC - (Address & ID Proof)
- > Aashar Card along with your DOP
- > Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
- > Six passport size photographs (Recent)
- > Bank Passbook photocopy

For Experience candidates,

- > Original Recognition Letter with acknowledgement - If required
- > Relieving letter from previous employer (Original) - If required
- > Proof of compensation last 6 months (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private Ltd's Limited,

Authorized Signatory



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WINDCARE INDIA PVT. LTD.
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WINDCARE
INDIA PVT. LTD

WINDCARE - Building a better world together

WELCOME LETTER

15/9/21

Dear P. Malanji (EEF)

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINER ENGINEER
2. Your date of commencement of service will be on 15/09/21
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 5000/- Fixed. PM, Free food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your application letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- KYC - (Address & ID Proof)
- Achar Card along with your DOB
- Original Academic Certificates (all from 10th or Higher) - with 2 set of photocopies.
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates.

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited.,

Authorized Signatory

PRINCIPAL
RECRUITMENT DIVISION
WINDCARE INDIA PVT. LTD.
WINDCARE - Building a better world together



WELCOME LETTER

15/9/21

Dear V. Ravi (EEE)

Congratulations!

We are pleased to issue this welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are recruited as TECHNICAL SUPERVISOR
2. Your date of commencement of employment will be on Sept-2021
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 10000/- PM. Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- > KYC - (Address & ID Proof)
- > Locker Card along with your DOB
- > Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy
- > Six passport size photographs (Recent)
- > Bank Passbook photocopy

For Experience candidates:

- > Original Resignation Letter with acknowledgement - If required
- > Relieving letter from previous employer (Original) - If required
- > Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

Authorized Signatory



WELCOME LETTER

15/9/21

Dear M. Manju (EEE)

Congratulations!!

We are pleased to issue this welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as Trainee Engineer
2. Your date of commencement of employment will be on 15/09/21
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 10000 PM, Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety marking helmet)

- KYC - (Address & ID Proof)
- Aarhar Card along with your DOB
- Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates:

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcore India Private India Limited.

Authorized Signatory



PRINCIPAL
REVENUE OFFICER
MANGALURU
KARNATAKA



WELCOME LETTER

15/9/24

Dear G. Navaneethakrishnan (SEF)

Congratulations!!

We are pleased to issue the welcome letter, based on your interview and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TECHNICAL ENGINEER
 2. Your date of commencement of Employment will be on 15/09/2024
Will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 10000/- PM. (Meal food, Accommodation & Travel).
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- KYC - (Address & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to highest) - with 2 set of photocopy
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

The Experience certificates.

- Original Resignation Letter with acknowledgement - if required
- Relieving letter from previous employer (Original) - if required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

Authorized Signatory



WELCOME LETTER

15/9/21

Dear Mr. *Muthu Lakshmi (BEE)*

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as Trainee Engineer
 2. Your date of commencement of Employment will be on Sept-2021
Will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 10000/- P.M. Free food, Accommodation & Travel Food
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet)
- KYC - (Address & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Facebook photocopy

For Experience candidates:

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

D. Jayaram
Authorized Signatory

[Handwritten initials]

WINDCARE INDIA
CORPORATE DE BANGALORE TECH & TECHNOLOGY
BANGALORE, KARNATAKA, INDIA
CORPORATE OFFICE, 100/102/104



WELCOME LETTER

15/9/21

Dear M. Rajesh (EEF)

Congratulations!!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as FEEDBACK EVALUATOR
2. Your date of commencement of Employment will be on Sept-2021
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of DSR. 10000/- PM. Free Food, Accommodation & Travel. Flat
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet).

- KYC - (Address & ID Proof)
- Aadhar Card along with your DOB
- Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
- six passport size photographs (Recent)
- Bank / Facebook photocopy

For Experience candidates

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

Authorized Signatory



WINDCARE INDIA PVT. LTD.
WINDCARE INDIA PRIVATE LIMITED & THE RELATED
COMPANIES ARE PART OF WINDCARE GROUP.
WINDCARE GROUP - 2011-12



HINDUSTAN
IN-FLIGHT PRIVATE INDIA LIMITED

WELCOME LETTER

15/09/2021

Dear PAWITRAN : P

Congratulations!!

We are pleased to issue the welcome letter based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINEE ENGINEER.
2. Your date of commencement of the appointment will be on SEP-2021.
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR (5000) per. Free Food, Accommodation & Travel 5-7000.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. After being the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet).

- DTC - (Address & ID Proof)
- Aadhar Card along with your DOB.
- Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
- Six passport size photographs (Recent)
- Bank Passbook photocopy

Let Experience's conditions.

- Original Resignation Letter with HR/Supervisor - 2 nos. reqd.
- Relieving letter from previous employer (Original) - 2 nos reqd.
- Proof of compensation (all Bank) (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
for Hindustan In-Flight Private India Limited,

D. Chetty
Authorized Signatory

HINDUSTAN IN-FLIGHT PRIVATE INDIA LIMITED
NEW DELHI
INDIA



WELCOME LETTER

15/09/2024

Dear MANJULAKA

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINING ENGINEER
2. Your date of commencement of employment will be on SEP-2024.
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 10000 per month. Free food, accommodation & travel.
4. Your employment would be subject to the Terms & Conditions mentioned in your appointment letter, which will be shared to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / certificates on your first day of joining.
7. Based on the performance will provide overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- PAN Card (Address & ID Proof)
- Aadhar Card along with your SOA
- Original Academic Certificates till from 10th to 12th grade - with 3 sets of photocopies
- Six passport size photographs (Recent)
- Bank Passbook of salary

For Experienced candidates:

- Original Resignation Letter with acknowledgement - If required
- Leaving letter from previous employer (Original) - If not, then
- Proof of completion last driver (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windsor India Private India Limited,


Authorized Signatory



PRINCIPAL
PSA COLLEGE OF ENGINEERING & TECHNOLOGY
MELAYANGONAL, BHARADWATHA HILLS
TIRUVALLUR - 601 304



WINDCORE
Private Limited

WELCOME LETTER

15/9/2021

Dear HERLIN JI

Congratulations!

We are pleased to issue the welcome letter, based on your interview and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TAPE & PCC ENGINEER
 2. Your date of commencement of Employment will be on 22/09/2021.
We will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR. 11000/- PM. (Free Food, Accommodation & Travel).
FFood.
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide overseas opportunities after 6 months of work completion.
 8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- CVT - (Address & ID Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (all from 10th to Highest) - with 2 sets of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook & Photocopy
- For Experience candidates,**
- Original Resignation Letter with acknowledgement - If required
 - Relieving letter from previous employer (Original) - If required.
 - Proof of compensation last drawn (2 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcore Infra Private Limited.

Authorized Signatory

PRINCIPAL
PRODUCTION ENGINEER & TECHNICAL
MANAGER
WINDCORE INFRA PRIVATE LIMITED
TOLL FREE NO. 1800 100 100



WINDONKOL
Private India Limited

WELCOME LETTER

15 | 9 | 2023

Dear MR. S. DIVYA S

Congratulations!

We are pleased to issue this welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINING ENGINEER
2. Your date of commencement of Employment will be on SEP-2023
We will send the exact date of joining details through SMS.
3. You are eligible to receive compensation of INR 1,00,000/- PM. (Incl. Food, Accommodation & Travel)
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents, details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working vest)

- KYC - (Address & ID Proof)
- Aadhar Card along with your DOB
- Original Academic Certificates (8th to 10th to Higher) - with 2 set of photocopy.
- Six (6) size 4 size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates,

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,

For Windonkol Bank Private India Limited.

D. Suresh
Authorized Signatory

WINDONKOL BANK PRIVATE INDIA LIMITED
15/09/2023
TRAINING ENGINEER - 419152



MINDCARE
Private Limited

MEMORANDUM

15/09/2021

To: SATHYA . P

Congratulations!

We are pleased to issue the welcome letter, based on your interest and selection of the above details of the position (Details of welcome letter are as under)

1. You are designated as TRAINEE ENGINEER
2. Your date of commencement of employment will be on SEPT-2021
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 20000.00 per month. Food, Accommodation & Travel. Fixed
4. Your employment would be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be shared to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents (date prior your day of joining).
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety shoe & Yellow Colour safety wearing helmet)

- KYC (Address & ID Proof)
- Aadhar Card along with your PAN
- Original Academic Certificates (all from 10th to Highest) – with 2 set of photocopy
- Six passport size photographs (Recent)
- Latest Passport photograph

For Experience candidates:

- Original Resignation Letter with acknowledgment – if required
- Leaving letter from previous employer (Original) – if required
- Proof of construction last drawn (3 Months – Original)

Looking forward to a long and mutually beneficial career with us.



Yours truly,
For MindCare Drive Private India Limited,

D. Chinnay
Authorized Signatory

APPROVED
PRINCIPAL
MANAGEMENT ENGINEER
MINDCARE DRIVE PRIVATE LIMITED



WINDCARE INDIA
Private Limited

WELCOME LETTER

15 | 9 | 2023

Dear JAYAL DEBSHUKLA

Congratulations!

We are pleased to issue the Welcome Letter, based on your interest and successful application. Details of the terms and conditions of Welcome Letter are as under:

1. You are designated as TRAINEE ENGINEER
2. Your date of commencement of Employment will be on 02/09/2023
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of BMR 12000/- PM, Free Food, accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be forwarded to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- PAN Card (Address & ID Proof)
- Aadhar Card along with your DOB
- Original Academic Certificates (If from 10th to Highest) - with 2 sets of photocopy
- Six passport size photographs (Recent)
- Some Recent bank photocopy

For Experience candidates

- Original Experience Letter with acknowledgment - If required
- Relieving letter from previous employer (Original) - If required
- Proof of organization last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private Limited.

Authorized Signatory

PRINCE OF
FOR DELIVERY FROM PRINCE TECHNOLOGY
RELATIONSHIP MANAGEMENT DEPT.
WINDCARE INDIA PVT. LTD.



WINDCARE
INDIA PRIVATE LIMITED

WELCOME LETTER

15/9/2023

Dear GOPI V

Congratulations!

We are pleased to issue this welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TELECALL ENGINEER
2. Your date of commencement of Employment will be on 15/09/2023
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 10000/- PM, Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents, details on your day of joining.
7. Based on the performance will provide overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet)

- KYC - (Address & ID Proof)
- Aadhar Card along with your DOD
- Original Academic Certificates (all from 10th to Higher) - with 2 sets of photocopy
- 2x passport size photographs (Recent)
- Bank Passbook photocopy

For Document Verification

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of completion last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
for Windcare India Private India Limited,

D. S. Sanyal
Authorized Signatory

WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED



WINSKANS
Private Limited

15/9/2021

WELCOME LETTER

Dear ARJUN B.

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINING ENGINEER
2. Your date of commencement of Employment will be on 25/09/2021.
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 10000/- PM. Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / data s on your day of joining.
7. **Based on the performance will provide Overseas opportunities after 6 months of work completion.**
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- AYC - (Address & ID Proof)
- Aarhar Card along with your DOD
- Original Academic Certificates (all from 10th to highest) - with 2 set of photocopy.
- 10 passport size photographs (Recent)
- Bank Passbook photocopy

For Experienced candidates:

- Original Resignation Letter with acknowledgement - (If required)
- Relieving letter from previous employer (Original) - (If required)
- Proof of completion last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For WINSKANS Infra Private India Limited,

Authorized Signatory

WINSKANS INFRA PRIVATE LIMITED
PLOT NO. 10, SECTOR 10, PHASE 1, GATE NO. 1, TOLL PLAZA, NH-48, CHENNAI - 600 092

Real Metal Products Ltd
Floor No: 18th Fls Industrial Estate,
Hattina, Hosur - 575 102
CIN No: U69000KA1997PLC009443
E-MAIL: hr@realmetal.com
Tel No: 4244-277766, 275478, 278318
Fax No: 4244-277785



RMPL/HR/25/18/22

Date: 10/2/2022

M. Vijay (MAE)

Dear Vijay

Sub: Training Invitation Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of Joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, lectures, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 14.02.2022. You will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees. Your status will remain as Apprentice Trainee only.
4. In case you revoke the Training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Real Metal Products Limited


Authorized Signatory



Nical Metal Products Ltd
Plot No : 288 TNS Industrial Estate,
Haryana, India - 136106
PIN No: 136106 DIALING CODE 91
E MAIL: nmp136106@nmp.com
tel No 4344277758, 275478, 276328
fax: 4344-4344-277758



Ref: NMP/TNS/APTR

Date: 10/2/2022

Mr. BALAGURU (MAE)

Dear BALAGURU

With reference to your application

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued as Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon
3. Your engagement is effective from 1.2.22. You will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees. But your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow to letter and spirit.

For Nical Metal Products Limited


Authorized Signatory





Head Office: 288, Haryana Industrial Estate, Haryana, India - 136106. Tel: 4344277758-4344275478-4344276328
Corporate Office: Plot No. 288 TNS Industrial Estate, Haryana - 136106. Tel: 4344277758-4344275478-4344276328
Fax: 4344-4344-277758 Email: nmp136106@nmp.com www.nmp.com

Steel Metal Products, Ltd.
Plot No - 186 TNS Industrial Estate,
Maha, Hapur - 205008
CN No. L 603300115977/1086483
E MAIL : sales.tel@jbmgroup.com
Tel No - 0544-277756, 275478, 276518
Fax : 0544-277789



Fax: MNPL-TS/MPH

Date: 10/2/2022

Mr. C. Vishnu (MAE)

Mr. C. Vishnu

Sub: Training Indenture letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training Indenture dated on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, factory/classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10/02/22. You will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you revoke the training indenture on Date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for JBM Employee' is enclosed herewith, which you are expected to follow in letter and spirit.

For Steel Metal Products Limited

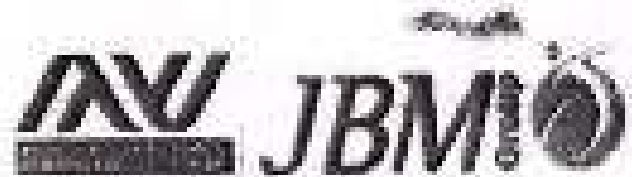

Authorized Signatory



Steel Metal Products, Limited, Hapur, Distt. Meerut, Uttar Pradesh, India. CN No. L 603300115977/1086483
Registered Office: Plot No. 186, Sector 43, Industrial Area, Hapur, Distt. Meerut - 205008. Tel: 0544-277756, 275478, 276518
Fax: 0544-277789. Email: sales.tel@jbmgroup.com, hr@jbmgroup.com

APPROVED
PRINCIPAL
APPROVED
APPROVED

Steel Metal Products, Ltd.
 Plot No: 186 TVS Industrial Estate,
 Martho, Hosur - 531209
 CN No: 080300013977A, 0846432
 EMAIL: hr@steelproducts.com
 Tel No: 4344-277758, 275479, 275478
 Fax: 4344-4344-777758



Ref: SVP/TVS/MPTR

Date: 10/2/2012

Mr. D. SAM (MAE)

Dear D. SAM

Job Training Induction Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee" further to the terms and conditions specified in the Training bond based on Date of joining also also state the following:

1. Training period will be for twelve calendar months, which includes on the job training, lectures, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10/02/2012 you will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for IBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Steel Metal Products Limited


 Authorized Signatory


PRINGLE A.L.

SON COLLEGE OF ENGINEERING & TECHNOLOGY
 MELAYADITHUR, PALAYANDUR VILLAGU

Regd. Office: 601, Theban Chambers, 65, Theban Road, New Delhi 110 009 T-90 21 264 27 288-88 61 61 226-427180
 Corporate Office: Plot No 5, Sector 43, Industrial Area, Gurgaon - 122 002 T-90 124-807632, 807631
 T-90 124-807633, 807634 Email: hr@steelproducts.com, www.steelproducts.com

Real Metal Products Ltd.
Plot No: 256 T/S Industrial Estate,
Marina, Kuantan - 25100
Tel No: 06210221, 09774, 096447
E-MAIL: hr@realmetal.com
Tel No: 0644-377750, 375478, 376318
Fax: +62 - 4344 - 377766



Ref: RMPL-TN/1473

Date: 10/2/2022

Mr. R. Raja (MAF)

Mr. R. Raja

Sub: Training Induction Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training form issued on Date of joining site please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, lecture, discussion study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10/2/22. You will be entitled for the benefits / privilege like weekly off, leaves & festival holidays as applicable to other regular employees. ~~RMPL~~ Your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum earned.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Real Metal Products Limited

S. Raja
Authorized Signatory

[Signature]

PRINCIPAL
PERSONNEL & ENGINEERING TECHNOLOGY
MELAYANORONG - FELAYANORONG TALLER

Head Office: 021, Merdeka Chambers, 80, Jalan Raja, Kuantan 25100
Corporate Office: Real Metal, Sector 14, Industrial Area, Complex - 120 002 T. No: 03-89444000, 89444001
F: +61-114-487389, Email: hr@realmetal.com, info@realmetal.com, www.rmp.com

Neel Metal Products, Ltd.
Plot No: 186 TNS Industrial Estate,
Hattis, Hoar - 835009
CIN No: UG0100 DLI 1997 10286433
E MAIL: neelmetal@jbmgroup.com
Tel No: 8344-277766, 275476, 276318
Fax: +91 - 8344 - 277785



Ref: NEEL/TNS/MPTR

Date: 10/02/2022

Mr. K. Murali (MAE)

Mr. K. Murali

Sub: Training / Industrial Liaison

With reference to your application and subsequent interview in which you expressed your interest to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and select you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, lecture / classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10.02.22. You will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum indicated.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Neel Metal Products Limited


Authorized Signatory



PROFACTAL

PROGRESSIVE TECHNOLOGICALS TECHNOLOGY

INDUSTRIAL TRAINING

Legal Office: 1st, Harbour Chambers, 82, Vedaik Road, Hoar - 835009. Tel: 8344-277766, 275476, 276318
Corporate Office: Plot No: 186, Industrial Area, Hoar - 835009. Tel: 8344-277766, 275476, 276318
E-mail: neelmetal@jbmgroup.com, www.jbmgroup.com

Real Metal Products, Ltd.
Plot No: I&E TNS Industrial Estate,
Haridra, Floor - 5/5/100
PIN No: 580100, 99791, 580100
E-mail: realmetal@jbmgroup.com
Tel No: 0844-277799, 275879, 275218
Fax No: 0844-277788



Ref: RMR-TUS/2012

Date: 10/02/2012

M. M. Arunkumar (PBE)

Dear M. Arunkumar

Subject: Trainee Induction Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job (80%) practicals, classrooms study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10/02/2012. You will be entitled for the benefits / privileges (eg weekly off, leaves & festival holidays as applicable) as other regular employees, but Your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Real Metal Products Limited


Authorized Signatory



PRINCIPAL
RBM COLLEGE OF ENGINEERING & TECHNOLOGY
MELAKKANCHAL, TALAKKOTTA, NELLORE

Regd. Office: 402, Engineers Chambers, 60, Nether Road, 6th Floor, 600 007, Coimbatore
Corporate Office: Plot No 8, Sector 43, Mahatma Park, Bangalore - 560 021. Tel: 0844-664530, 675033, 675034
E-mail: realmetal@jbmgroup.com | www.jbmgroup.com

Red Metal Products Ltd
Plot No : 188 IVS Industrial Estate,
Hudco, HUDA - 635003
City No: 1463000, 1507, 1508, 1509
E Mail : comp.its@redmetalgroup.com
Tel No: 4344-2117, 4344-2118, 276178, 276115
Fax No: 4344-27765



Ref: RM/IVS/HR/23

Date: 10/2/2022

M. Ajay Kumar R. (MAE)

10/2/2022

M. Ajay Kumar R.

Senior Trainer / Assistant Lecturer

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training Order issued on Date of joining of a please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, factory, classroom study and theory etc.
2. Hour of maintenance will be as mutually agreed upon.
3. Hour engagement is effective from 1st July 2022. You will be entitled for the benefits / privilege like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you resign the training, then you are on Date of joining during the training period, you will be required to give one week notice as and as the same required.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Red Metal Products Limited


Authorized Signatory


PRINCIPAL

PSR COLLEGE OF ENGINEERING & TECHNOLOGY
MULATHOOR, ANANTHAPURM

TAMILNADU - 521 001

Regd. Office: OIL Refinery Compound, 88, Sakinaka, New Delhi-110029. Tel: 22 640 700/408 P: 431 1130/427120

Corporate Office: 1102, 1103, 1104, 1105, 1106, 1107, 1108, 1109, 1110, 1111, 1112, 1113, 1114, 1115, 1116, 1117, 1118, 1119, 1120, 1121, 1122, 1123, 1124, 1125, 1126, 1127, 1128, 1129, 1130, 1131, 1132, 1133, 1134, 1135, 1136, 1137, 1138, 1139, 1140, 1141, 1142, 1143, 1144, 1145, 1146, 1147, 1148, 1149, 1150, 1151, 1152, 1153, 1154, 1155, 1156, 1157, 1158, 1159, 1160, 1161, 1162, 1163, 1164, 1165, 1166, 1167, 1168, 1169, 1170, 1171, 1172, 1173, 1174, 1175, 1176, 1177, 1178, 1179, 1180, 1181, 1182, 1183, 1184, 1185, 1186, 1187, 1188, 1189, 1190, 1191, 1192, 1193, 1194, 1195, 1196, 1197, 1198, 1199, 1200

P: +91-11-48749300, Email: hr@redmetalgroup.com, www.redmetalgroup.com

Letter of Appointment

REF NO: PECHIVEDPTV12200000

 Dear **VISHA A (MAE)**
 Subject: **Employment Offer**

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of **JUNIOR MECHANICAL ENGINEER** in our organization **PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED** (CIN: U72900TH2021PTC187865).

1. Key Terms and Conditions

Description	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
Monthly salary	Gross Monthly Salary (as below) - Housing allowance : INR 2500 - Transport allowance : INR 1500 - Food allowance : INR 1000
Regular working hours & work days per week	- 8.5 hours a day - 2 or 3 days a week - Timing: 9:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

 23/4 Kamangi Street, Rayachoti,
 Tumakuru, India - 507764

 +91 829430440
 +91 9043016425

info@praniconsulting.com



Notice period for Termination	30 days
Probation period	To be decided (TBD)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Date: _____
No: _____

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer shall be obtained.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Bayan Lepas office.

Joining time: Within 30 days of call/invitation.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment contract shall be for a period of unlimited duration and shall continue indefinitely unless terminated either by the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work requirements as specified in the terms and condition of the Company's employment contract, within working hours without notice as required or change of working hours. When required, the employee will be expected to work additional hours if necessary for the betterment of the Company's business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be "confirmed" as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

22/2 Komang Street, Bayan Lepas,
Kuala Lumpur, 11200 - 427764


+603 24430648
+603 24430642


info@prestonpharming.com



Either the Employee or the Company may terminate this agreement after probation period. If the other Party advances notice in writing, the terminating party shall be bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to the compensation.

The Company may terminate this agreement without any notice period (except compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

5. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the employee, in accordance with the 'Key Terms and Conditions' of this agreement. In the event of any outstanding amounts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee may be expected to work additional hours as may be necessary for the business of the Company. Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime pay is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

PRATI PVT. LTD.

REG. OFFICE: 25/4 KANUNJ STREET, RAIPUR, JHARKHAND, INDIA - 834001



TEL: +91 9143086610



EMAIL: info@pratiengineering.com

25/4 Kanunj Street, Raipur,
Jharkhand, India - 834001

+91 9143086610
+91 9143086610

info@pratiengineering.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an amount equal to the gratuity payable under the Employees' Provident Fund Act, 1952.

e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two consecutive working days, notice shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be encashed by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, gratuity and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid days shall not be included in the calculation of accumulated leaves, End of Service Benefit, etc.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to paid maternity leave of 3 months half-paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus. However the Company may provide yearly Bonus based on the staff performance, financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall develop his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

55/4 Kaveri Street, Bangalore,
Karnataka, India - 560064

+91 804200440
+91 9042004418

info@pranengineering.com

5. Consumption of alcohol, other drugs and smoking inside the office premises is prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. ...*

Date 18/5/22

Rel. No.
Employee

Signature *V. Vijay*
Date 18/5/22



PRANI ENGINEERING
CONSULTANTS PRIVATE LIMITED
PLOT NO. 10, PHASE II, INDUSTRIAL AREA,
TIRUPATI - 517 502

20/4 Komandur Street, Forthgate,
Tirupathi, India - 517304

0878 53433000
091 904386616

info@pranienr.com



Date: 18/8/22
Ref No:

Letter of Appointment

REF NO. PECHREOPM1220C002

Dear *S. Ramesh Kumar (MRE)*
Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you the draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CIN: UT2860TH2000PTC107100).

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Poyyethi
Monthly salary	• Gross monthly salary (as below) • House rent allowance : INR 2500 • Transport allowance : INR 1000 • Food allowance : INR 1000
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 Months from the date of employment

22/A Kowmandi Street, Chengal,
Tamil Nadu, India - 627764

4974 5294205400
4974 5049866416

info@pranienr.com



Notice period for Termination

30 days

To be decided (TBD)

Date: _____
Valid for acceptance for a period of 7 days from the date of issue.

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that the employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Bangalore office.
Joining Date: Within 30 days of the date of this offer.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period shall be for a term of _____ months as per the terms of unlimited duration and draft contract.

b. HOURS OF WORK:

The Employee is expected to work for _____ hours per week as specified in their terms and condition of employment. The Company reserves the right to change, revise working hours without notice as required for business needs. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of joining, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be confirmed as a permanent employee or otherwise.

d. TERMINATION OF SERVICES:

20/4 Komara Street, Bangalore,
Karnataka, India - 560024

 9845 22000000
 9845 22000000
 info@pragatiengineering.com
 www.pragatiengineering.com

Either the Employee or the Company may terminate this agreement, after probation period, by providing the other party advance notice in writing as per the "Termination, Notice and Conditions" section of the agreement.

If the written advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the *Notice Period* or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labor law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee in accordance with the "Pay Terms and Conditions" of this agreement. In the event of any outstanding liability owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee shall be expected to work additional hours as may be necessary for the Company's business. The Company's Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime payment is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a *vacation* (working days in a calendar year) upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leave will be forfeited.

d. END OF SERVICE BENEFIT:

21/4 Karamay Street, Bayanul
Ternate, Tula - 02744

PRINCIPAL
PTA COLLEGE OF SERVICE MANAGEMENT
+676 89422000
+61 645560015
www.ppta.edu.au



Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an

a. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two continuous working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be refused by the Employee. Sick leave cannot be carry forwarded to the next year

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency of humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, gratifications and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid leave shall not be included in the calculation of accumulated leaves, End of Service Benefits and gratifications.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to a maximum of 12 weeks paid leave, 3 months half-paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus or gratification. However the Company may provide yearly Bonus based on the status of the Company's financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

PRINCEP / JL
 CHARTERED ENGINEERING CONSULTANTS
 25/4 KENNEDY STREET, SINGAPORE

25/4 Kennedy Street, Singapore,
 Singapore, 4100 - 0577964

6577 629430440
 6577 604266618

info@princep.com

5. Consumption of alcohol/liquor, similar drugs and smoking (in the office premises)



As mentioned in the event the Employee visits

We look forward to welcome you aboard.

Date 18/8/22

Ref No

Company

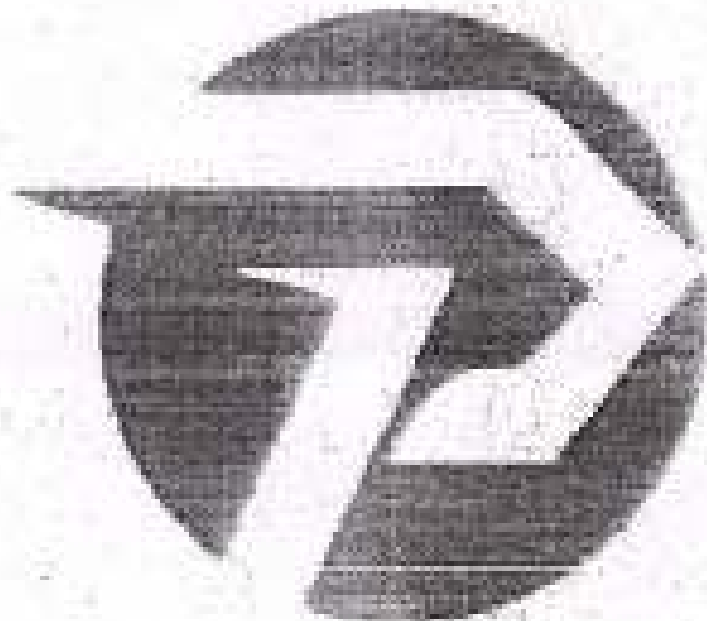
Employee

70301

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. ...*

S. S. ...
Date 18/8/22



PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED
PLOT NO. 10, SECTOR 10, GATEWAY INDUSTRIAL ESTATE,
CHANDIGARH 160010



22/4 Karamjit Street, Rayaghat,
Tamil Nadu, India - 677764



+91 8244300600
+91 8043886688



info@praniengineering.com

Letter of Appointment

REF NO: PECHREOPH123040002

Dear **P. Anbarasan (MAE)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization. **PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CIN: U73900TN30326PTC13786)**

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
Monthly salary	Gross monthly salary as below: • House rent allowance : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1000
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	3 months from the date of employment



Notice period for Termination

30 days

To be decided (If)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Date:
Ref No:

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employment offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn at any time.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of confirmation.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period shall be on the employee's service on a basis of unlimited duration and shall continue indefinitely unless terminated by either the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work hours as specified in "Key terms and condition" document. The Company reserves the right to change working hours without notice as required by business policy. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or discharged.

d. TERMINATION OF SERVICES:

25/4 Konara Street, Rayagiri,
Tirunelveli, India - 627764

PRINCIPAL
+91 9345234443
+91 9045234443

PRINCIPAL

www.principalshel.com
info@principalshel.com

PRINCIPAL SHELLS



Either the Employee or the Company may terminate this agreement, after probation period, by giving the other Party advance notice in writing as per the "Termination Terms and Conditions" section of this agreement. If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company or the Company receives the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:



When required, the Employee shall be expected to work additional hours as may be necessary for the smooth running of the Company business. Monthly salary of the Employee includes compensation extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime pay is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a period of 12 (twelve) working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to certain probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:


 25, 46 Kankaraj Street, Bhopal,
 Madhya Pradesh, India - 477764

 +91 9742040000
 info@pranengineering.com



Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to the following benefits:



e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than 10 consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, gratifications and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid days shall not be included in the calculation of accumulated leaves, End of Service Benefit.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to a total maternity leave of 12 months, 3 months half-paid leave & 9 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to bonus and payment. However the Company may provide yearly Bonus based on the company's financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall direct his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

23/A Ramonji Street, Bangalore
Tamilnadu, India - 52764

PRANIL
TECHNOLOGICAL ENGINEERING CORPORATION
4971 59949040
491 5045328635
www.pranilengineering.com



5. Consumption of alcohol/drugs, similar drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature: *M. S. S.*

Date: 18/3/22

For: Mr.

Employee

Signature: *Arshad Singh*

Date: 18/3/22



PRANI PL

PRN COLLEGE OF ENGINEERING & TECHNOLOGY

WILSON COLONY, PULIANDRA, CHENNAI

TAMIL NADU INDIA - 600 066

20/4 Kanchang Street, Rajagopal,
Tambaram, India - 600 066

+971 829420600

+91 90-0806635

info@pranienr.com

Date: 18/3/22

Ref No:

Letter of Appointment

REF NO: PEG1RTEOP122000002

Dear *M. Sayith Kumar (MAE)*
 Subject: Employment Offer

We refer to the discussions we had with you recently and are pleased to offer you the draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CIN: U72900TN2022PTC013780).

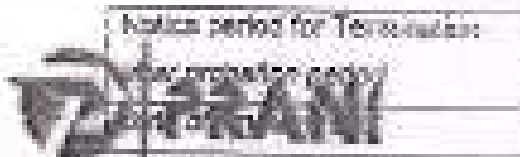
1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employ	Royaloti
Monthly salary	Gross Salary as below: • Housing allowance : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1500
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week PRANI • Timing: 8:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

23/4 Komanag Street, Royaloti,
 Bangalore, India - 577784

+91 8242000488
 +91 8242000488

info@praniconsulting.com

	Notice period for Termination:	30 days
	For probation period:	To be decided (TBC)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue. **Date:**
14/08/2024

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be based on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of confirmation of offer.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely until terminated either by the Employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work hours as specified in "Key terms and condition" section of the Company's offer letter. The Company reserves the right to change working hours without notice as required by changing business policy. When necessary, the employee will be expected to work more hours than may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be confirmed as a permanent employee or discharged.

d. TERMINATION OF SERVICES:

23/4 Kaveri Street, Rayagiri,
Srisastrya, India - 527264



PRAGATI
PROFESSIONAL RECRUITMENT AGENCY
SPECIALIZING IN PROFESSIONAL & TECHNICAL
+91 9282224499 | Email: ppran@pragatirecruiting.com
+91 9688866616 | Website: www.ppran.com

Either the Employee or the Company may terminate this agreement, after probation period, by giving the other Party advance notice in writing as per the 'Key Terms and Conditions' section of this agreement.

If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro-rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in each situation where the Employee does the various disciplinary behavior or not obeying to local labour law.

8. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the 'Key Terms and Conditions' of this agreement. In the event of any outstanding debts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee may be expected to work additional hours as may be necessary for the smooth running of the Company business. Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime rate shall be as per the law applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a paid annual leave of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

25/18 Kowloon Street, Baywalk,
Kowloon, Kowloon - 407766

PRINCIPAL
OFFICE OF CHAIRMAN'S OFFICE
+852 30420048
+852 30420045
info@generalgrouping.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive...



e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave is normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, and other benefits of the Employee shall cease until such time as the Employee resumes duty. The full duration of the unpaid Leave shall not be included as part of the Employee's service with the Company, and as such, unpaid days shall not be included in the calculation of accumulated leaves. End of Service Benefit...

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to all medical and 3 months full-paid leave & 3 months half-paid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus from the Company. However the Company may provide yearly Bonus based on the objectives, financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

22M Kamrooj Street, Rajpur,
Bamburda, India - 627764

9871 52900640
901 940000419

info@ppramengineering.com

5. Consumption of alcohol, drugs and smoking inside the office premises is prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Date: 18/3/22

Ref No

Company

Employee

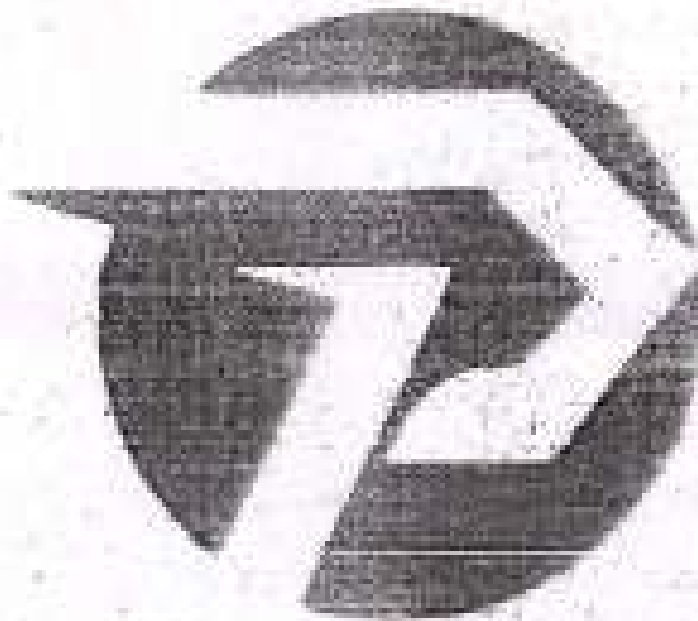
PRANI

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. S.*

Signature *[Handwritten Signature]*

Date: 18/3/22



PRINCIPAL

PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED

22/4 KANNAN STREET, SEMPALAI,

TRICHY, INDIA - 627 004

22/4 Kannan Street, Sempalai,
Trichy, India - 627004

+91 9364396600
+91 9043666698

info@praniengineering.com

Letter of Appointment

REF NO: PEOHREOPH120000002

 Dear **T. ADKASH (MAE)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED. ADM: UT2800TK2021PTC11790

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
Monthly salary	Gross Salary (including PF & gratuity) • Housing allowance : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1500
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. Lunch Break: 12:45 p.m. to 1:15 p.m.
Weekly rest days	Wednesday and Sunday
Probationary period	6 months from the date of employment

Notice period for Termination	30 days
Probation period	To be decided (150)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue. Date: _____
for HR

Please send a signed copy of this letter indicating your acceptance to join our organization as and the employer offer shall be confirmed.

In case you do not send your acceptance within that period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Regional office.

Joining time: Within 30 days of commencement of employment.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely, either by the choice of the Employee or the Company.

b. HOURS OF WORK:

The Employee is expected to observe the minimum working hours as specified in "Key terms and condition" section of the Company's employment contract. The Company may, without notice, as required, change the working hours policy. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be confirmed as a permanent employee or discharged.

d. TERMINATION OF SERVICES:

22/4 Kankaraj Street, Pimpri,
Mumbai, India - 411764


PRINCIPAL
 COLLEGE OF ENGINEERING & TECHNOLOGY
 Pimpri, Maharashtra - 411764
 Phone: +91 20 43024000
 Fax: +91 20 43024005
 Email: info@principalengineering.com



Either the Employee of the Company may terminate this agreement, after probation period, by providing the other Party advance notice in writing in accordance with the "Key Terms and Conditions" section of the Agreement.

If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of his Notice Period. Advance notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS:

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding amount owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee may be called to work on special hours, which may be necessary for the operations of the Company business. Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime pay is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

25/4 Kowloon Street, Rajgadh,
Tombakhada, India - 657764

+971 89420040
+91 9048816685

info@pranengineering.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an amount of gratuity as follows:-

h. SICK LEAVE:

The Employee is permitted to take the maximum of 32 days in ~~any~~ calendar year. In the event that the Employee is absent from work, due to sickness, for ~~more~~ ^{more} than two consecutive working days, he/she shall be required to produce a certificate signed by a medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

i. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid leave shall not be included in the calculation of accumulated leave, End of Service Benefit.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to all maternity leave on the pro-rata basis, 3 months half-paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

k. BONUS:

The Employee is not entitled to bonus and gratuity. However the Company may provide yearly Bonus based on the company's performance, financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

25/4 Karamana Street, Karamana,
Kannur, India - 577304

PRINCIPAL
+91 9846200500 **PRINCIPAL ENGINEERING**
+91 9846200502 **01 4011000000** **info@principaleng.com**
11/11/2023

5. Consumption of alcohol/beer, similar drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violate



We look forward to welcome you aboard.

Company

PRAXI ENGINEERING CONSULTANTS
PRIVATE LIMITED

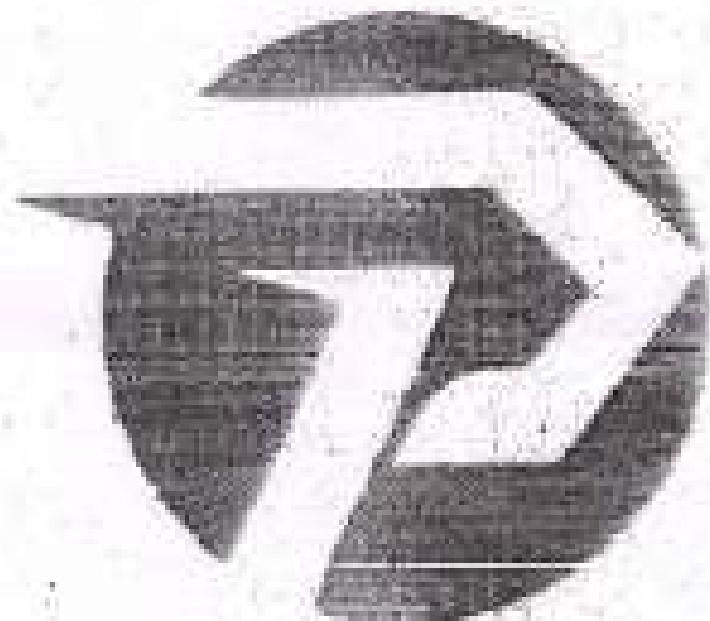
Signature: *M. Suresh*

Date: 18/3/22

Emp No:
Employee

Signature: *A. Suresh*

Date: 18/3/22



PRINCIPAL

PRAXI COLLEGE OF PROFESSIONAL TECHNOLOGY

MALAYALAM COLLEGE OF ENGINEERING & TECHNOLOGY
KANNUR

+91 9744336640

+91 9048066619

info@praxiengineering.com

28/4 Bannarayana Street, Kannur,
Kerala - 677764

Letter of Appointment

REF NO: PEC/HRI/OPM22060002

Dear **S. Anurachalam (MAE)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and based on the same we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CN), U72100TH8021PTC137669 (F.Y. 2022-23)

A. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti Grade: (As per as below)
Monthly salary	<ul style="list-style-type: none"> • Basic salary allowance : INR 2000 • Transport allowance : INR 1500 • Food allowance : INR 1000
Regular working hours & work days per week	<ul style="list-style-type: none"> • 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 Months from the date of employment

Notice period for Termination	30 days
Employment period	To be decided (TBC)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employment offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Raymond office.

Joining Date: Within 30 days of...

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period shall be of unlimited duration and shall continue indefinitely unless terminated by either the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to abide the minimum working hours as specified in 'Key terms and condition' of the Company. The Company reserves the right to change working hours without notice as required by the Company policy. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

a. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or discharged.

d. TERMINATION OF SERVICES:

33/4 Kowloon Street, Kowloon,
Kowloon, India - 627764

PRINCIPAL
+91 9229200640
+91 9043225515
info@chambersgrouping.com



Either the Employee or the Company may terminate this agreement, after probation period, by providing the other Party advance notice in writing as provided in the "Key Terms and Conditions" section of this agreement. If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensations) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

8. COMPENSATION AND BENEFITS:

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:


When required, the Employee shall be expected to work additional hours as may be necessary for the business of the Company. The Employee's Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime pay is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a paid annual leave of (12) working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:


 20/2 Kinnoraj Street, Singapore,
 SINGAPORE, TEL: + 657764


 PRINCIPAL
 COLLEGE OF ENGINEERING & TECHNOLOGY
 11, KILN ROAD, SINGAPORE 629593
 +977 329420040
 +91 9045966615
 info@principalengineering.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be eligible for gratuity as follows:

g. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two continuous working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be reused by the Employee. Sick leave cannot be carry forwarded to the next year.

h. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and other benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid leave shall not be included as part of the Employee's services with the Company, and as such, unpaid leave shall not be included in the calculation of accumulated leaves, End of Service Benefit.

i. MATERNITY LEAVE:

The Employee (She) shall be entitled to a maximum of 90 days paid leave, 90 days half-paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

j. BONUS:

The Employee is not entitled to receive any bonus or gratuity. However the Company may provide yearly Bonus based on the company's yearly financial log, future business strategy, investments.

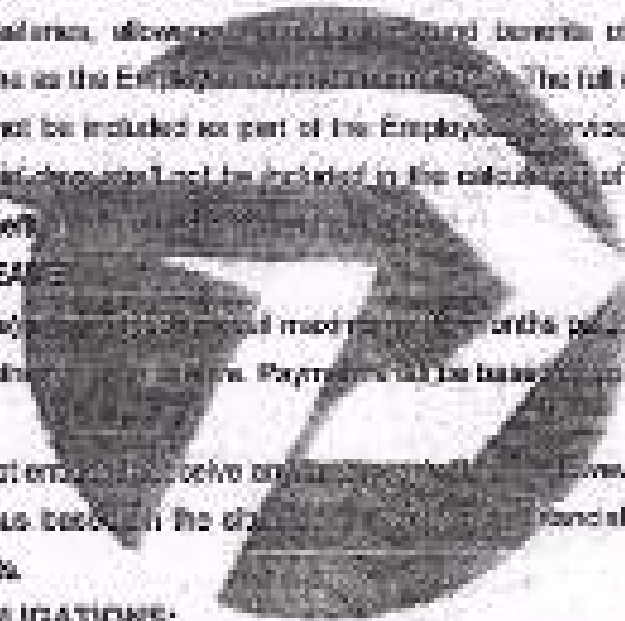
4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise property and goods of subord notes.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

224 Ramonj Street, Bayshore,
Tombura, Male - 802764

+975 329430660
+975 904388615

info@pinnacleengineering.com



5. Consumption of alcohol/drugs, similar drugs and smoking inside the office premises is strictly prohibited. In the event the Employee is found



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. S.*

Date: 18/3/22

Emp No:

Employee



Signature *[Signature]*

Date: 18/3/22



PRANI AL

PROGRESS THROUGH INTELLIGENT TECHNOLOGY

201, 211/101, 101C, 101D, 101E, 101F, 101G, 101H, 101I, 101J, 101K, 101L, 101M, 101N, 101O, 101P, 101Q, 101R, 101S, 101T, 101U, 101V, 101W, 101X, 101Y, 101Z, 101AA, 101AB, 101AC, 101AD, 101AE, 101AF, 101AG, 101AH, 101AI, 101AJ, 101AK, 101AL, 101AM, 101AN, 101AO, 101AP, 101AQ, 101AR, 101AS, 101AT, 101AU, 101AV, 101AW, 101AX, 101AY, 101AZ, 101BA, 101BB, 101BC, 101BD, 101BE, 101BF, 101BG, 101BH, 101BI, 101BJ, 101BK, 101BL, 101BM, 101BN, 101BO, 101BP, 101BQ, 101BR, 101BS, 101BT, 101BU, 101BV, 101BW, 101BX, 101BY, 101BZ, 101CA, 101CB, 101CC, 101CD, 101CE, 101CF, 101CG, 101CH, 101CI, 101CJ, 101CK, 101CL, 101CM, 101CN, 101CO, 101CP, 101CQ, 101CR, 101CS, 101CT, 101CU, 101CV, 101CW, 101CX, 101CY, 101CZ, 101DA, 101DB, 101DC, 101DD, 101DE, 101DF, 101DG, 101DH, 101DI, 101DJ, 101DK, 101DL, 101DM, 101DN, 101DO, 101DP, 101DQ, 101DR, 101DS, 101DT, 101DU, 101DV, 101DW, 101DX, 101DY, 101DZ, 101EA, 101EB, 101EC, 101ED, 101EE, 101EF, 101EG, 101EH, 101EI, 101EJ, 101EK, 101EL, 101EM, 101EN, 101EO, 101EP, 101EQ, 101ER, 101ES, 101ET, 101EU, 101EV, 101EW, 101EX, 101EY, 101EZ, 101FA, 101FB, 101FC, 101FD, 101FE, 101FF, 101FG, 101FH, 101FI, 101FJ, 101FK, 101FL, 101FM, 101FN, 101FO, 101FP, 101FQ, 101FR, 101FS, 101FT, 101FU, 101FV, 101FW, 101FX, 101FY, 101FZ, 101GA, 101GB, 101GC, 101GD, 101GE, 101GF, 101GG, 101GH, 101GI, 101GJ, 101GK, 101GL, 101GM, 101GN, 101GO, 101GP, 101GQ, 101GR, 101GS, 101GT, 101GU, 101GV, 101GW, 101GX, 101GY, 101GZ, 101HA, 101HB, 101HC, 101HD, 101HE, 101HF, 101HG, 101HH, 101HI, 101HJ, 101HK, 101HL, 101HM, 101HN, 101HO, 101HP, 101HQ, 101HR, 101HS, 101HT, 101HU, 101HV, 101HW, 101HX, 101HY, 101HZ, 101IA, 101IB, 101IC, 101ID, 101IE, 101IF, 101IG, 101IH, 101II, 101IJ, 101IK, 101IL, 101IM, 101IN, 101IO, 101IP, 101IQ, 101IR, 101IS, 101IT, 101IU, 101IV, 101IW, 101IX, 101IY, 101IZ, 101JA, 101JB, 101JC, 101JD, 101JE, 101JF, 101JG, 101JH, 101JI, 101JJ, 101JK, 101JL, 101JM, 101JN, 101JO, 101JP, 101JQ, 101JR, 101JS, 101JT, 101JU, 101JV, 101JW, 101JX, 101JY, 101JZ, 101KA, 101KB, 101KC, 101KD, 101KE, 101KF, 101KG, 101KH, 101KI, 101KJ, 101KK, 101KL, 101KM, 101KN, 101KO, 101KP, 101KQ, 101KR, 101KS, 101KT, 101KU, 101KV, 101KW, 101KX, 101KY, 101KZ, 101LA, 101LB, 101LC, 101LD, 101LE, 101LF, 101LG, 101LH, 101LI, 101LJ, 101LK, 101LL, 101LM, 101LN, 101LO, 101LP, 101LQ, 101LR, 101LS, 101LT, 101LU, 101LV, 101LW, 101LX, 101LY, 101LZ, 101MA, 101MB, 101MC, 101MD, 101ME, 101MF, 101MG, 101MH, 101MI, 101MJ, 101MK, 101ML, 101MM, 101MN, 101MO, 101MP, 101MQ, 101MR, 101MS, 101MT, 101MU, 101MV, 101MW, 101MX, 101MY, 101MZ, 101NA, 101NB, 101NC, 101ND, 101NE, 101NF, 101NG, 101NH, 101NI, 101NJ, 101NK, 101NL, 101NM, 101NN, 101NO, 101NP, 101NQ, 101NR, 101NS, 101NT, 101NU, 101NV, 101NW, 101NX, 101NY, 101NZ, 101OA, 101OB, 101OC, 101OD, 101OE, 101OF, 101OG, 101OH, 101OI, 101OJ, 101OK, 101OL, 101OM, 101ON, 101OO, 101OP, 101OQ, 101OR, 101OS, 101OT, 101OU, 101OV, 101OW, 101OX, 101OY, 101OZ, 101PA, 101PB, 101PC, 101PD, 101PE, 101PF, 101PG, 101PH, 101PI, 101PJ, 101PK, 101PL, 101PM, 101PN, 101PO, 101PP, 101PQ, 101PR, 101PS, 101PT, 101PU, 101PV, 101PW, 101PX, 101PY, 101PZ, 101QA, 101QB, 101QC, 101QD, 101QE, 101QF, 101QG, 101QH, 101QI, 101QJ, 101QK, 101QL, 101QM, 101QN, 101QO, 101QP, 101QQ, 101QR, 101QS, 101QT, 101QU, 101QV, 101QW, 101QX, 101QY, 101QZ, 101RA, 101RB, 101RC, 101RD, 101RE, 101RF, 101RG, 101RH, 101RI, 101RJ, 101RK, 101RL, 101RM, 101RN, 101RO, 101RP, 101RQ, 101RR, 101RS, 101RT, 101RU, 101RV, 101RW, 101RX, 101RY, 101RZ, 101SA, 101SB, 101SC, 101SD, 101SE, 101SF, 101SG, 101SH, 101SI, 101SJ, 101SK, 101SL, 101SM, 101SN, 101SO, 101SP, 101SQ, 101SR, 101SS, 101ST, 101SU, 101SV, 101SW, 101SX, 101SY, 101SZ, 101TA, 101TB, 101TC, 101TD, 101TE, 101TF, 101TG, 101TH, 101TI, 101TJ, 101TK, 101TL, 101TM, 101TN, 101TO, 101TP, 101TQ, 101TR, 101TS, 101TT, 101TU, 101TV, 101TW, 101TX, 101TY, 101TZ, 101UA, 101UB, 101UC, 101UD, 101UE, 101UF, 101UG, 101UH, 101UI, 101UJ, 101UK, 101UL, 101UM, 101UN, 101UO, 101UP, 101UQ, 101UR, 101US, 101UT, 101UU, 101UV, 101UW, 101UX, 101UY, 101UZ, 101VA, 101VB, 101VC, 101VD, 101VE, 101VF, 101VG, 101VH, 101VI, 101VJ, 101VK, 101VL, 101VM, 101VN, 101VO, 101VP, 101VQ, 101VR, 101VS, 101VT, 101VU, 101VV, 101VW, 101VX, 101VY, 101VZ, 101WA, 101WB, 101WC, 101WD, 101WE, 101WF, 101WG, 101WH, 101WI, 101WJ, 101WK, 101WL, 101WM, 101WN, 101WO, 101WP, 101WQ, 101WR, 101WS, 101WT, 101WU, 101WV, 101WW, 101WX, 101WY, 101WZ, 101XA, 101XB, 101XC, 101XD, 101XE, 101XF, 101XG, 101XH, 101XI, 101XJ, 101XK, 101XL, 101XM, 101XN, 101XO, 101XP, 101XQ, 101XR, 101XS, 101XT, 101XU, 101XV, 101XW, 101XX, 101XY, 101XZ, 101YA, 101YB, 101YC, 101YD, 101YE, 101YF, 101YG, 101YH, 101YI, 101YJ, 101YK, 101YL, 101YM, 101YN, 101YO, 101YP, 101YQ, 101YR, 101YS, 101YT, 101YU, 101YV, 101YW, 101YX, 101YY, 101YZ, 101ZA, 101ZB, 101ZC, 101ZD, 101ZE, 101ZF, 101ZG, 101ZH, 101ZI, 101ZJ, 101ZK, 101ZL, 101ZM, 101ZN, 101ZO, 101ZP, 101ZQ, 101ZR, 101ZS, 101ZT, 101ZU, 101ZV, 101ZW, 101ZX, 101ZY, 101ZZ

23/4 Kanung Street, Bangalore,
Tamil Nadu, India - 560025

+91 874230000
+91 902866015

info@praniconsulting.com

Letter of Appointment

REF NO: PECAHRUEOPH122070002

Dear **P. YOUNG (MAE)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of **JUNIOR MECHANICAL ENGINEER** in our organization **PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED** (CIN: 0728007N2020PTC13765).

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rajahmundry
Monthly salary	Gross: INR 25000 (as below) Components: INR 25000 • Transport allowance : INR 1500 • Food allowance : INR 1500
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

	Notice period for Termination	30 days
	Probation period	To be decided (TR)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of getting this offer letter.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely unless terminated by either the Employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work hours as specified in "Key terms and condition" of the Company's Employment Contract, revise working hours without notice as required by changing business policy. When required, the employee will be expected to work additional hours, if necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be confirmed as a permanent employee of Company.

d. TERMINATION OF SERVICES:

22/4 Eastwood Street, Rayagiri,
Tiruvallur, India - 627768



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+91 90-2384-6100
+91 90-2384-6105
www.principalengineering.com



Either the Employee or the Company may terminate this agreement after probation period, by giving the other Party advance notice in writing. The "Key Terms and Conditions" section of this agreement shall apply. If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

1. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding amounts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee may be expected to work additional hours as may be necessary for the Company's business. Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

22/4 Kamraj Street, Bangalore,
Karnataka, India - 567364

 +91 829490660
 +91 9049946625

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OFFICE OF SECRETARY TO GOVT
PRAN LANGUAGES

info@pranlanguages.com



Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive the following benefits:

d. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in any calendar year. In the event that the Employee is absent from work, due to sickness, for more than five consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and other benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid leave shall not be included in the calculation of accumulated leaves, End of Service Benefit, etc.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to a maximum of 3 months paid leave, 3 months half-paid leave & 8 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus from the Company. However the Company may provide yearly Bonus based on the profit/loss of the Company, financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

22/4 Ramana Street, Bangalore,
Tamil Nadu, India - 560024

+91 804304400
+91 804304435

info@pranengineering.com

5. Consumption of alcohol/liquor, similar drugs and smoking inside the office premises is

strictly prohibited. It shall remain the Employee's responsibility.



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. Srinivas*

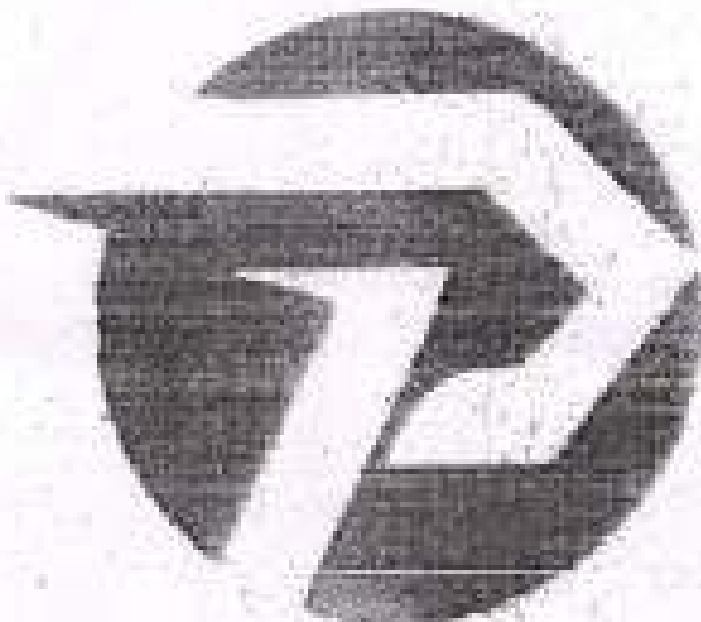
Date: 18/3/22

Ref No:

Employee

Signature *D. Srinivas*

Date: 18/3/22



PRINCE AL

TECHNOLOGICAL COLLEGE OF ENGINEERING & TECHNOLOGY

WALATHUR, WALATHUR TALUK

SRIRANGAPET, DISTRICT - CHENNAI

22/4, Kowthar Street, Kowthar,
Tamilnada, India - 600044

+91 9042004400
+91 9042004405

info@praniconsulting.com

Date: 11/24/20
 Ref No:

Letter of Appointment

REF NO: PECO/PEOP/120/03005

Dear **M. Praveen Kumar (MPE)**
 Subject: **Employment Offer**

We refer to the discussions we had with you recently and we are pleased to offer you the most employment offer for the position of **JUNIOR MECHANICAL ENGINEER** in our organization **PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED** (CPN UY2959TN2520/P201370031/RAYAGUR).

1. Key Terms and Conditions:

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayagiri
Monthly salary	Gross: INR 70,000 (as per the below) <ul style="list-style-type: none"> • Basic: INR 6200 • House rent allowance: INR 2000 • Transport allowance: INR 1500 • Food allowance: INR 1000
Regular working hours & work days per week	<ul style="list-style-type: none"> • 8.5 hours a day PRANI P.L. • 5 of 6 days a week • Timing: 8:30 am to 5:30 pm. (Lunch Break - 12:45 pm to 1:15 pm.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

21/4 Kamraj Street, Rayagiri,
 Tamil Nadu, India - 627764

+91- 994200660
 +91- 9322462515

info@praniconsulting.com



10/10/2024

Date

20/10/24

Verify: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to hr@gyanengineering.com that this employment offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of confirmation of employment.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely unless terminated by either the Employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum working hours as specified in their terms and condition of job. The Company reserves the right to revise working hours without notice as required by changes in the Company's policy. When required, the employee will be expected to work additional hours as necessary for the fulfillment of the Company's business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment from the date of employment shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be ~~confirmed~~ **confirmed** as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

25/4 Ramana Street, Rayagiri,
Tandur, Andhra Pradesh - 527708

+91 9294206457

+91 9042286615

hr@gyanengineering.com

Website: www.gyanengineering.com



2014-15-16
 The Employee shall be bound to the Company's policies, procedures, and practices as well as the Code of Ethics. The Employee shall be bound to the Confidentiality clause of the Agreement, which shall remain in force even after the termination of the Agreement.

Notwithstanding to the above, the Employer party is bound to compensate the other party with the equivalent or more of the Notice Period or pay rate bracket. Notice given must be served and the Company, at its sole discretion, may waive or accept the compensation.

The Company may terminate the agreement without any notice period (including compensation) in such situation where the Employee does the sexual harassment behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME


When required, the employee will be expected to work additional hours as may be necessary for the interests of the Company business needs. Monthly salary of the Employee includes payment of any overtime that the Employee may work outside normal working hours to complete assigned work. Overtime payment will not be applicable.

c. ANNUAL LEAVE

The Employee shall be entitled to a paid annual leave of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:


 23/4 Karamaj Street, Korogah,
 Jamshedpur, India - 827764

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 49771 9043926615
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3. SICK LEAVE:

The Employee is entitled to take the maximum of 15 days of ^{paid} leave per year. In the case of ^{paid} leave the Employee is asked to work, due to absence, to ^{make} their own contract's working days, leave shall be accepted to provide a certificate signed by an medical practitioner indicating the nature of the illness that caused higher absence. Signatures shall not be released by the Employee. Sick leave cannot be carry forwarded in the next year.

3. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, gratifications and benefits of the Employee shall cease and such time as the Employee resumes normal duty. The full duration of the unpaid leave shall not be included as part of the Employee's Services with the Company and as such, unpaid days shall not be included in the calculation of accumulated leaves, End of Service Benefit and other long term benefits.

3. MATERNITY LEAVE:

The Employee (She) is entitled to a total maximum of 12 months paid leave, 3 months before paid leave & 9 months after childbirth. Payment shall be based on previous gross salary.

3. BONDS:

The Employee is not entitled to receive any form of bond. However the Company may provide yearly bonus based on the status of Company's financial i.e. future business strategy investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

23/14 Ramsons, Street, Rajgopal,
Tombhara, India - 427744

+971 825420290
+91 9943296619

info@pprani-engineering.com



We look forward to working with you soon.

Contact:

PRAN ENGINEERING CONSULTANTS
PRIVATE LIMITED

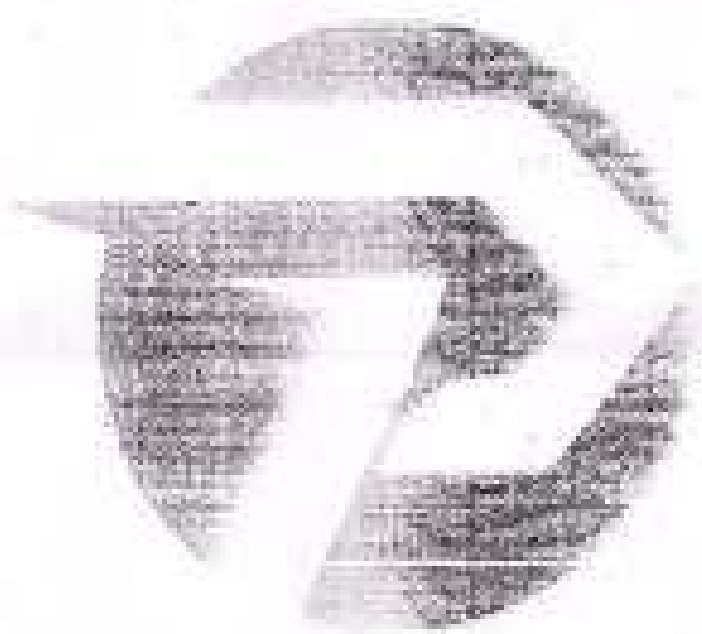
Signature: *M. S. ...*

Date: 18/3/20

To: Mr.
Employee

Signature: *[Signature]*

Date: 18/3/20



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MELAPALAYAM, MELAPALAYAM - 627 964



23/4 Kanchi Street, Royapet,
Chennai, India - 600 014



+91 80430080
+91 80382665



info@pranengineering.com

Letter of Appointment

REF NO: PEG/HR/EOPT/1220/00002

Dear **G. Muneshwaran (MAE)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CIN: U72900TN2020PTC13785).


1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employ	Rayachoti
Monthly salary	Gross Salary as below: • Basic allowance : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1500
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

 22/4 Kannaal Street, Rayachoti,
 Kandiya, India - 627764

 +91 525470668
 +91 9040866415

info@pranilingineering.com

 PRAN PAPER RECYCLING AND NEWS PRINTING CORPORATION	Notice period for Termination	30 days
	Writing probation period	To be decided (TR)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of offer

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely unless terminated by either the Employee or the Company.

b. HOURS OF WORK:

The Employee is expected to comply the minimum working hours as specified in "Key terms and condition" of the Company. In case of any change in working hours, the Company may change the working hours without notice as required by the Company policy. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be confirmed as a permanent employee or discharged.

d. TERMINATION OF SERVICES:

23,54 Kameswari Street, Rayagiri,
Tamilnadu, India - 627764


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 LIST OF MEMBERS
 4971 509-4304-00
 4971 509-4304-15
 info@pran.org.in

Either the Employee or the Company may terminate this agreement, after probation period, if notified by the other Party advance notice in writing as per the "Termination and Severance" section of the

that such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro-rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to the compensation.

The Company may terminate this agreement without any notice period (including compensations) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee shall be expected to work additional hours as may be necessary for the operation of the Company's business. The Monthly salary of the Employee includes payment for any extra work that the Employee may work outside normal working hours to complete assigned tasks. Overtime is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year, upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

25/8 Convent Street, Bangalore,
Bengaluru, India - 560066

+91 829 620660
+91 9043636615

PROFESSIONAL

INSTITUTE OF ENGINEERING & TECHNOLOGY
METHYLAHALL, BANGALORE

info@profeinstitute.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an



e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be accrued by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's service with the Company, and as such, gratuity shall not be included in the calculation of accumulated service. End of Service Benefit shall not be payable.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to maternity leave for 3 months full-pay and 3 months half-pay leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus. However the Company may provide yearly Bonus based on the company's financial performance, future business strategy, investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

25/4 Howard Street, Rajahmundry, Andhra Pradesh - 527704

4071 6040050
4071 6040050

PRANI PVT. LTD.
OFFICE OF ENGINEERING & TECHNICAL
info@praniengineering.com

5. Consumption of alcohol, drugs and smoking inside the office premises is

strictly prohibited. In the event the Employee violates

We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. S.*

Date: 18/3/22

Full Name

Employee

Signature *[Handwritten Signature]*

Date: 18/3/22



PRINCIPAL

AN COLLEGE OF ENGINEERING & TECHNOLOGY

DELTA CAMPUS, PO, ANAPARTI TALUK

RAJAHMUNDRAM DIST. - 527 202

22/4 Komara Street, Rajahmundry,
Andhra Pradesh - 527764

+91 929406440

+91 904388668

info@pranieng.com

Neel Metal Products Ltd.
Plot No. 186 TNS Industrial Estate,
Hudco, Kolar - 535 009
CIN No: U90100DL1997PL0046421
E-MAIL: recruitment@neelgroup.com
tel no: 888-277755, 275475, 278359
tel: 80 - 4344 - 27755



Ref: HM/PLT/20/2078

date: 10/12/2022

Mr. V. Suresh (Recruit)

20/12/2022

Dear V. Suresh,

Sub: Training Induction letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skills / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training Agmt issued on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, hours, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 1.05.23 you will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees, but Your status will remain as Apprentice Trainee title.
4. In case you revoke the training bond based on Date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the "Code of Conduct for JBM Employees" is enclosed herewith, which you are expected to follow in letter and spirit.

For Neel Metal Products Limited


Authorized Signatory


PRINCIPAL
PSY COLLEGE OF EMERGING & TECHNOLOGY
VELAMALLEHOLE, PALANAKOTTA TALUK
TIRUPATI DISTRICT - 521 102

Head Office: 802, Main Road, Kolar, Dist. Kolar, Tamil Nadu, India - 535 009. T: 888 22 204755-56-57. HR: 278359
Corporate Office: Plot No. 5, Sector 34, Industrial Area, Gurgaon - 122 002. T: 496 124 98 99. HR: 283004
F: 496 124 98 99. Email: recruitment@neelgroup.com www.neelgroup.com

Real Metal Products Ltd
Plot No : 156/175 Industrial Estate,
Hirichal, Haveri - 595109
CIN No: U60100KL2007PLC006452
E-MAIL : hr@realmetalproducts.com
Ph: 9448-177756, 275476, 275218
Fax: 491-4344-17799



Ref: RMP/2024/002

Date: 10/02/2024

Mr. Hari Prasanth (MECH)

Mr. Hari Prasanth

Join Training Induction Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to work full time in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond based on date of joining also given with the following:

1. Training period will be for twelve calendar months, which includes on the job training, lectures, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 1-06-2024. You will be entitled for the benefits / privileges like week off leave & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Real Metal Products Limited


Authorized Signatory



PRINCIPAL

PERCLUDES TECHNOLOGICALS
PVT. LTD. HIRICHAL, HAVERI, KARNATAKA

Regd. Office: 001, Haveri Industrial Estate, 25, Main Road, New Estate-112 018 Haveri-595109, Karnataka
Corporate Office: Plot No: 15, Haveri 4th Industrial Area, Haveri - 595109, T-94, 124 Haveri, Karnataka

T: 94 48 17 77 56, 27 54 76, 27 52 18 | F: 491 43 44 17 79 9 | www.rmp.com

Steel Metal Products Ltd.
Plot No : 153 TNS Industrial Estate,
Hartha, Hapur - 205138
CIN No: U60120DL2007PLC089437
E-MAIL : hr@steelproducts.com
Tel No: 01261-277796, 277978, 279318
Fax : 01261-4344-277995



To: NVP/HR/MP/HR

Mr. AFSAL (MECH)

Date: 10/12/2022

15/12/2022

Dear Afsal

Sub: Training Invitation Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill/trade in our organization, we are pleased to accept your request and to treat you as "Apprentice Trainee" further to the terms and conditions specified in the Training bond issued on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 11/12/2022 and you will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week's notice as well as the return of bond.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Steel Metal Products Limited


Authorized Signatory


PRINCIPAL

PERSONS OF EMPLOYMENT & TRAINING
RELATIVE TO THE RELATIONSHIP OF

TRAINING AND EMPLOYMENT

Regd. Office: SCL, Hartha Industrial Estate, Hapur, Haryana, New Delhi-110017. Tel: 01261-277796/277978/279318 Fax: 01261-4344-277995

Corporate Office: Plot No. 153, Industrial Area, Gurgaon - 124001. Tel: 0126-434422/434437

E-MAIL: hr@steelproducts.com www.steelproducts.com www.steelproducts.com

Neel Metal Products Ltd.
Plot No. 146 TNS Industrial Estate,
Mandla, Haver - 635109
CIN No. U63000GJ1967PLC000493
E-MAIL : hr@neel.com, emp@neel.com
Tel No: 9366-277755, 279478, 275235
Fax: 91-4344-277785



REF: NMP/TS/2021

DATE: 10/02/22


MR. JOHN PREM (MECH)

MR. JOHN PREM
DATE: 10/02/22

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill/trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of joining and please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10/02/22. You will be entitled for the benefits / privilege like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you receive the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the "Code of Conduct for JBM Employees" is enclosed herewith, which you are expected to follow in letter and spirit.

For Neel Metal Products Limited

Authorized Signatory


PROVISED BY CHAIRMAN'S OFFICE
MELAPURAM - TELANGANA - INDIA

Steel Metal Products Ltd
Plot No : 25B IVS Indamla Estate,
Hartley, Mysore - 575100
CIN No: U60100KA2007PL0000400
E Mail: recruitment@mgproducts.com
Tel No: 4344-277766, 275476, 276518
Fax: 431-4244-17765



Ref: SMPL/IVS/AGTE

Date: 10/2/2024

Mr. Rishi Ganesh (MECH)

URGENT

Mr. Rishi Ganesh

Sub: Training Indenture Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, in-class classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10/02/24. You will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees, BUT Your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Steel Metal Products Limited

Authorized Signatory

PRINCIPAL

PS& DIRECTOR of SKILL FORM & TECHNOLOGY
MILITARY CROSS ROAD, HARTLEY, MYSORE

Head Office: 25B, Indamla Estate, IVS, Hartley Road, New Bellary Road, Mysore - 575100. Tel: 4344-277766, 275476, 276518
Corporate Office: Plot No: 2, Sector: 14, Electronic City Phase-2, Bengaluru - 560100. Tel: 4344-277766, 275476
E: recruitment@mgproducts.com www.mgproducts.com

Steel Metal Products, Ltd.
Plot No: 184 TNS Industrial Estate,
Martha, Hosur - 532209
CIN No: U00100DL1997PLC096412
E-MAIL: hr@jbmgroup.com
Tel No: 4044 277756, 275478, 276318
Fax No: 4044 - 277785



For HR/PL/30001X

M. Sharon David Raja (MECH)

Date: 10/02/2022

Dear Sharon David Raja

Job Training Invitation Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of joining it is please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 1:00 PM. You will be entitled for the benefits / privilege like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the same amount.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to adhere to from now onwards.

For Steel Metal Products Limited


Authorized Signatory


STEEL METAL PRODUCTS, LTD.
PIONEER, 184 TNS INDUSTRIAL ESTATE, MARATHA, HOSUR
INDIA - 532209

Regd. Office: 606, Venkateswara, 82, Nehru Place, Anna Salai - 600 017. Phone: 20467204-05 / 21 22497100
Corporate Office: Plot No: 1, Sector 44, Industrial Area, Hosur - 532021. T: 02-27487828, 7678021,
F: 02-27487888. Email: hr@jbmgroup.com, www.jbmgroup.com

Real Metal Products Ltd.
Plot No. 1&2 TWS Industrial Estate,
Haridra, Huzar - 635105
PHONE: 0801200419979/02806433
E MAIL: real.met@jbmgroup.com
tel no: 0865-277784, 276478, 276518
ex: +91 - 4344 - 277785



Ref: RMP-TWS/PTB

Date: 10/8/2022

Mr. Vijaya Kumar (MECH)

Mr. Vijaya Kumar

Sub: Trainee Induction Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your candidature and induct you as "Apprentice Trainee", further to the terms and conditions specified in the Training bond issued on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, rotation, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from You will be entitled for the benefits / privilege (as wage off leaves & festival holidays as applicable to other regular employees). Your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training period, you will be required to give one week notice as well as the sum amount.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Real Metal Products Limited

Authorized Signatory

PRINCIPAL

PERSONNEL OFFICER (TRAINING) TWS-HUZAR
885, 678, 679

Steel Metal Products, Ltd.
Plot No. 15B, Vayalambal Estate,
Marina, Kozhikode - 685 105
CIN No: U61100KL2007PL0096433
E-Mail: - hrmp@steelproducts.com
Tel No: 0264-277798, 275473, 272319
Fax: -02 - 4344 - 27792



Ref: HRM-1156478

Date: 10/2/23


Mr. Antony Sijo (MECH)


Mr. Antony Sijo
Steel Metal Products Ltd.

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training form issued on date of joining it so please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, theory, classroom study and theory etc.
2. Your basic salary will be as mutually agreed upon.
3. Your engagement is effective from 1st Oct 23. You will be entitled for the benefits / privilege like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentices Trainee only.
4. As soon you revoke the training bond issued on date of joining during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for IBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Steel Metal Products Limited

Authorized Signatory


PRINCIPAL
PSC COLLEGE OF TECHNOLOGY & MANAGEMENT
VELUPPATTUR, PULAVAMPOTTAI TALUK
THIRUVARUR DIST - 627 122

Neel Metal Products Ltd.
Plot No : 136/137 Industrial Estate,
Main Rd, Hattar - 615 002
CIN No: U60100DL1997PL004440
EMAIL: recruitment@ngroup.com
Tel No: 4344-27755, 275475, 275333
Fax: 491 - 4344 - 27755



Ref: NMP/TVS/ATP

Date: 10/2/22

M. Karthick (MNC)

Dear Karthick

Sub: Trainee Induction Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn any trade in our organization, we are pleased to accept your candidature and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of joining also please note the following:

1. Training period will be for twelve calendar months, which includes on the job training, factory, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon
3. Your engagement is effective from 1.1.2022. You will be entitled for the benefits / privileges like weekly off, leaves & festival holidays as applicable to other regular employees, but your status will remain as Apprentice Trainee only.
4. In case you revoke the training bond issued on date of joining during the training period, you will be required to give one week notice as well as the sum secured.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Neel Metal Products Limited


Authorized Signatory


PERSONAL
PERSONNEL & EMPLOYMENT TECHNOLOGY
INDUSTRIAL TRAINING & RESEARCH CENTER
NEEL METAL PRODUCTS LTD.
HATTAR, DIST. SRI PERAMPALUR

Head Office: 136/137 Industrial Estate, Main Road, Hattar - 615 002. Tel: 434427755, 275475, 275333
Corporate Office: Plot No: 9, Sector 44, Industrial Area, Gurgaon - 122 002. Tel: 434427755, 275475
E-mail: recruitment@ngroup.com www.nggroup.com

Steel Metal Products, Ltd.
Plot No : 2&G TYS Industrial Estate,
Hirihir, Hapur - 195109
CIN No: U09106DL1997PLD000432
E MAIL: hrsp@steelmetalproducts.com
e/fax: +91-177755, 175176, 175115
tel: +91 -1344 - 377335



श्री. नागरेल्वाम

Date: 10/2/22

Mr. Naga Selvam (M.E.C.I)

Dear Naga Selvam

Sub: Trainee Selection Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organization, we are pleased to accept your request and induct you as "Apprentice Trainee". Further to the terms and conditions specified in the Training bond issued on Date of joining also enclosed are the following:

1. Training period will be for twelve calendar months, which includes on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon.
3. Your engagement is effective from 10/2/22. You will be entitled for the benefits / privilege like weekly off, leaves & festival holidays as applicable to other regular employees. Your status will remain as Apprentice Trainee only.
4. In case you receive the training bond issued on Date of joining, during the training period, you will be required to give one week notice as well as the sum assured.

A copy of the 'Code of Conduct for JBM Employees' is enclosed herewith, which you are expected to follow in letter and spirit.

For Steel Metal Products Limited


Authorized Signature



PROHIBIT

FOR CO-OPERATION OF THE CUSTOMERS, PLEASE DO NOT

WRITE ANYTHING ON THE ENVELOPE OF THIS LETTER

11/11/2022 11:40:11 AM

Head Office - 201, National Chambers, 50, Anna Road, Park Street, MUMBAI - 400 002. TEL: 022 2342 104/95/7 - 46 10384/700

Regional Office: Plot No. 5, Sector - 14, Industrial Area, Gurgaon - 122 002. TEL: 0124 460033, 460034

F - 011 4123 24 186/28, E-mail: hrsp@steelmetalproducts.com www.steelmetal.com

Letter of Appointment

REF NO: PEC/HR/50PH/220/00003

Dear *Madhwar (Mech)*
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CIN: U72500TN2020PTC13735).

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
Monthly salary	Gross Salary (as below) • Basic Salary: INR 2500 • Transport allowance: INR 1500 • Food allowance: INR 1800
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 am to 6:30 pm (Lunch Break - 12:45 pm to 1:15 pm)
Weekly rest days	Saturday and Sunday
Probationary period	3 months from the date of employment



Notice period for Termination

30 days

To be decided (TBC)

Date:
Ref: 10/1

01/21

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employment offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of receipt of this offer.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the employee's service shall be of unlimited duration and shall continue indefinitely unless terminated by either the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work hours as specified in "Key terms and condition" of the Company's employment contract. The Company may, from time to time, revise working hours without notice as required by changes in business policy. When "required" the employee will be expected to work additional hours as necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be "confirmed" as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

25/14 Kanning Street, Rayagiri,
Tamilnada, India - 607754

+91 9343004000
+91 9043004075



PRAN
PRAKASHI

PRAN COLLEGE OF ENGINEERING & TECHNOLOGY

PRAN COLLEGE OF ENGINEERING & TECHNOLOGY
PRAN COLLEGE OF ENGINEERING & TECHNOLOGY
PRAN COLLEGE OF ENGINEERING & TECHNOLOGY

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be eligible to receive an



g. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two continuous working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, gratifications and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaied leave shall not be included in the calculation of accumulated leaves.

End of Service Benefit:

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to a maximum of 3 months full leave, 3 months half-paid leave & 3 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus, however the Company may provide yearly Bonus based on the company's financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the work assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise property and general subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

PRINCPAL
THIRU S. S. SUNDARARAJU
TELEPHONE: 267-120-103
MOBILE: 98421-120-103

23/4 Ramonji Street, Royapuram,
Chennai-600 014 - 627764

+91 9842100668
+91 9042006615

info@pranengineering.com

3. Consumption of alcoholic, similar drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. S.*

Date: 18/3/2022

Ref No:

Employee

Signature *[Signature]*

Date: 18/3/22



PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED
PLOT NO. 10, PHASE II, INDUSTRIAL AREA, SECTOR 14, Gurgaon, Haryana
INDIA

23/4, Banneraj Street, Bangalore,
Karnataka, India - 560078

0091 99420660
0091 9942066018

info@praniengineering.com

Letter of Appointment

REF NO: PEGHR/EOP/1223/00002

Dear *Mohammad Tharid (mtd)*
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (INC. U72903TN3200PTC13786).

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
Monthly salary	Gross Salary (to be set) • Housing allowance : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1800
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment



Notice period for Termination:

30 days

To be decided (TOD)

Date:

14/08/2024

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employment offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of offer issuance.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period shall be of unlimited duration and shall continue indefinitely unless terminated by either the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work hours as specified in their terms and condition of employment. The Company reserves the right to change working hours without notice as required by the Company's policy. When required, the employee will be expected to work additional hours as necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

23/4 Kottur Street, Rayagiri,
Tamilnadu, India - 627764



PRAN A L
COLLEGE OF ENGINEERING & TECHNOLOGY

+91 829430440
+91 9843995515

RAYAGIRI, TAMILNADU, INDIA
WWW.PPRANENGINEERING.COM

Either the Employee or the Company may terminate this agreement, after probation period, by giving the other Party advance notice in writing. If the "Key Terms and Conditions" section of the agreement and such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensations) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS:

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.


b. OVERTIME:

When required, the Employee will be expected to work additional hours as may be necessary for the operation of the Company business. The Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime pay is not applicable.


c. ANNUAL LEAVE:

The Employee shall be entitled to a given number of working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.


d. END OF SERVICE BENEFIT:



22/4 Ramana Street, Rajagiri,
Tamil Nadu, India - 627764



+91 9348066000
+91 9049984618



info@parthengineering.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an



g. SICK LEAVE:

The Employee is permitted to use the maximum of 12 days in ^{Days} ~~12~~ calendar year. In the event that the Employee is absent from work, due to sickness, for ^{more} ~~more~~ than two continuous working days, he/she shall be required to produce a certificate signed by ^{an} ~~an~~ medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be accrued by the Employee. Sick leave cannot be carry forwarded to the next year.

h. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his ^{entire} ~~entire~~ leave balances. This leave is normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and other benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's service with the Company, and as such, unpaid days shall not be included in the calculation of accumulated leaves, End of Service Benefits, etc.

i. MATERNITY LEAVE:

The Employee (Should be female) shall receive 3 months of leave, 3 months half-paid leave & 6 months of unpaid leave. Payment shall be based on monthly gross salary.

ii. BONUS:

The Employee is not entitled to receive any bonus from the Company. However the Company may provide yearly Bonus based on the size of the financial leg, future business strategy, investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

25/11 Karamba Street, Bangalore,
Karnataka, India - 527764

+91 529420000
+91 904088618

info@pranibanking.com

ii. Consumption of alcohol/liquor, smoking drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violates



We look forward to welcoming you aboard.

Company

PRAN ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. ...*

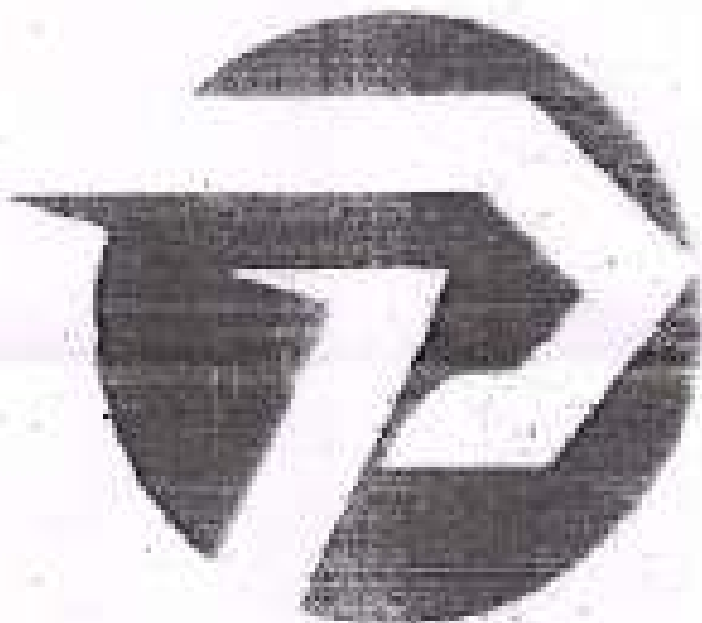
Date 18/3/22

Ref No:

Employee

Signature *[Handwritten Signature]*

Date 18/3/22



PRINCE AL
FOR COLLECTIVE BARGAINING FACILITY
PROFESSIONAL MANAGEMENT PLAN
TRANSITION PERIOD - 2017-18

20/4 Kankar Road, Bhopal,
Madhya Pradesh - 477004

+91 9343066000
+91 9030866010

hr@pranengineering.com

Letter of Appointment


REF NO: PEG/HR/EMP/22000001

To: **Ranjith CME(M)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CORPORATION PRIVATE LIMITED (CN: U72900TN3220PTC13759)

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayagada Ghatampur (as above)
Monthly salary	Gross monthly allowance : INR 2500 <ul style="list-style-type: none"> • Transport allowance : INR 1500 • Food allowance : INR 1000
Regular working hours & work days per week	<ul style="list-style-type: none"> • 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (Lunch break - 12.45 p.m. to 1.15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

 PRANI Engineering Solutions	Notice period for Termination:	30 days
	Notice period for Probation:	To be decided (T.B.D.)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employment offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Bangalore office.

Joining time: Within 30 days of confirmation.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely, whether full-time or part-time.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work hours as specified in 'Key terms and condition' section of the Company's employment contract, unless working hours without notice as required by the Company's policy. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

23/4 Kanarega Street, Bangalore
Karnataka, India - 562784

+91 824228440
+91 9040286015

info@praniengeering.com

Either the Employee or the Company may terminate this agreement, after probation period, by giving the other Party advance notice in writing as per the "Termination Terms and Conditions" section of this agreement.

If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3 COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the "Key Terms and Conditions" of this agreement. In the event of any out-of-pocket amounts used by the Employee to the Company for business purposes, the right to deduct such amounts from the Employee's salaries shall be reserved.

b. OVERTIME:

When required, the Employee may be expected to work additional hours as may be necessary for the business of the Company. Monthly salary of the Employee includes payment for extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime payment shall not apply to it.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

23/4 Kaveraj Street, Royapet,
Tamil Nadu, India - 600024

+91 929426610
+91 904586615

PRINCIPAL

PSV COLLEGE OF ENGINEERING & TECHNOLOGY
RELIGIOUS INSTITUTE
THIRUVALETTUR - 601 102
info@psvengg.ac.in

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an

e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be refused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, bonuses and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid days shall not be included in the calculation of accumulated leaves, end of Service Benefit.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to a maximum of 3 months paid leave, 3 months half-paid leave & 5 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus. However the Company may provide yearly Bonus based on the company's financial top, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

23/14 Karamraj Street, Singapore,
Tamilnada, India - 617764

+971 529400600
+91 9840386615

info@pranengineering.com

3. Consumption of alcohol, liquor, similar drugs and smoking inside the office premises is prohibited. In the event the Employee violates



We look forward to welcoming you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. S.*

Date: 18/3/24

Ref No:

Employee

Signature *[Handwritten Signature]*

Date: 18/03/2024



PRINCIPAL

PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED
13/4 KANNARA STREET, ROYAPET,
CHENNAI - 600024

13/4 Kannara Street, Royapet,
Chennai, India - 600024

+91 929430660
+91 9040226615

info@praniconsulting.com

Letter of Appointment

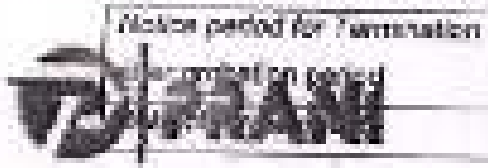
REF NO: PRC/HR/EO/123040002

Dear **Jonas Banyay (M.E.C.H)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this dual employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CN: U72900TN3000PTC013700).

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayagiri
Monthly salary	Gross Salary as below: • Housing allowance : INR 2500 • Transport allowance : INR 1000 • Food allowance : INR 1800
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. Break - 12:45 a.m. to 1:15 p.m.
Weekly rest days	Saturday and Sunday
Probationary period	90 days from the date of employment



Notice period for Termination

30 days

To be decided (7B)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization, so that the employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining Date: Within 30 days of offer.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period shall be for a period of unlimited duration and shall continue indefinitely, unless terminated by either the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to observe the minimum working hours as specified in "Key terms and condition" of the Company's offer letter. The Company reserves the right to revise working hours without notice as required by changing business policies. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be confirmed as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

22/4 Kanning Road, Rayagiri,
Tamil Nadu, India - 637764

 **PRAGATI PROFESSIONAL RECRUITMENT AGENCY**
PRAKASHI, RAYAGIRI, TAMIL NADU, INDIA
+91 9394206640
+91 9043066416
info@pragatiengineering.com



Either the Employee or the Company may terminate this agreement, after probation period, by providing the other Party advance notice in writing. In the absence of the 'Termination Terms and Conditions' section of the agreement, but such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensational) in such situation where the Employee commences serious disciplinary behavior or not obeying to local labour law.

2. COMPENSATION AND BENEFITS:

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the Bank account specified by the Employee in accordance with the 'Key Terms and Conditions' of this agreement. In the event of any outstanding debts owed by the Employee to the Company or the Government, the right to deduct such amounts from the Employee's salaries is reserved.

b. OVERTIME:

When required, the Employee may be expected to work additional hours as may be necessary for the Company to carry out its Company business properly. Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime pay is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:


 2014 Karamanj Street, Bangalore,
 Tumkurka, India - 562776

 **PRINCIPAL**
 COLLECTIVE CONSULTING & TECHNOLOGY
 1-800-8040000
 +91 944886616

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive...

e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work due to sickness for more than five consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unused days shall not be included in the calculation of accumulated leaves. End of Service Benefit shall not be payable on termination of services during unpaid leave.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to a maximum of 12 weeks of leave, 3 months full-paid leave & 6 months of unpaid leave. Payment will be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus or gratuity. However the Company may provide yearly Bonus based on the situation of the company, financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall develop his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

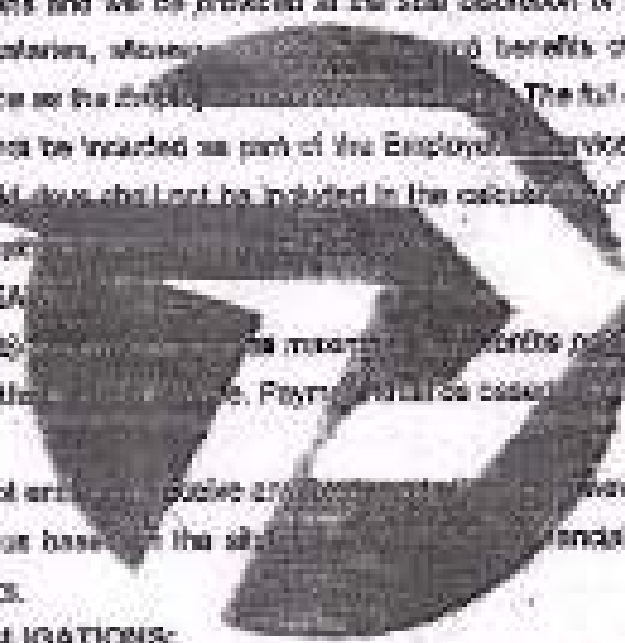
22/4 Ramana Street, Bangalore,
Tamilnadu, India - 527754

4971 50470660
491 904366615

info@pranengineering.com



PRAN
Engineering



ESSENTIAL
FOR ALL
TECHNICAL
PERSONNEL
IN THE
INDUSTRIAL
SECTOR

5. Consumption of alcoholic, similar drugs and smoking inside the office premises is prohibited. In the event the Employee incurs



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. S.*

Date: 18/3/2022

Holder
Employee

Signature *[Handwritten Signature]*
Date: 18/3/22



PRINCIPAL

PRINCIPAL
PRANI COLLECTOR OF ENGINEERING & TRAINING COY.
MALAYALAM, NO. 40/41/42/43/44
TRIPUNITHURUR, KERALA



20/4 Kanning Street, Royapettah,
Chennai, India - 600014



+91 9043206600
+91 9043206619

info@praniengineering.com

Letter of Appointment

REF NO: PEGHRMEMP1220/C0002

Dear *Saravanan (Mech)*
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED. U75900TH2021PTC13794

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayagel
Monthly salary	Gross salary as below: • Basic salary allowance : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1800
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 8:00 a.m. to 5:00 p.m. (with Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment



Notice period for Termination	30 days
For Probation period	To be decided (TBC)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of offer.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely unless terminated by a law that is applicable to the Company.

b. HOURS OF WORK:

The Employee is expected to observe the minimum working hours as specified in "Key terms and condition" of the Company. The Company reserves the right to change working hours without notice as required by the Company. When required the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

20/4 Ramana Street, Rayagiri,
Guntur, Andhra Pradesh - 527104

PRODIGY ENGINEERING TECHNOLOGY
 4971 22420000
 4971 10400000
www.prodigyengineering.com

Either You/Employee or the Company may terminate this agreement, after probation period, by giving the other Party advance notice in writing as per the "Key Terms and Conditions" section of this agreement. If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata/actual Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, as accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding bills owed by the Employee to the Company, the Company reserves the right to debit such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee may be expected to work additional hours as may be necessary for the operation of the Company business. The Monthly salary of the Employee includes pro rata/actual extra time that the Employee may work outside normal working hours to complete assigned tasks. This provision is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

23/4 Sector 3 Street, Rajpuri,
Gurgaon, India - 122774


PRITISH AL
COLLEGE OF ENGINEERING & TECHNOLOGY
101, AT NEHRU ROAD, PATAKHA MOHALLA, GURGAON
+91 9048006600 | +91 9048006618 | info@prishalengineering.com

5. Consumption of alcohol/liquor, similar drugs and smoking inside the office premises is prohibited. In the event the employee violates



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. ...*

Date: 18/3/22

Ref No: ...
Employee: ...

Signature *[Handwritten Signature]*

Date: 18/03/22



HR/Genl
10/25
10/25
10/25



PRINCIPAL

PRINCIPAL
PRINCIPAL
PRINCIPAL

23/14 Kinnerd Street, Bangalore,
Tamil Nadu, India - 567764

+91 9846000000
+91 9846000000

info@praniveng.com

Date: 18/3/22

Ref No:

(02)

Letter of Appointment

REF NO: PEGHRGEP122M00002

Dear *Bijit Chatterjee P.A (mech)*
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CN) U71900TG0026PTC11790.

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Kolkata
Monthly salary	Gross Salary: INR 35,000 (as below) • Housing allowance - INR 2500 • Transport allowance : INR 1600 • Food allowance : INR 1000
Regular working hours & work days per week	• 8.5 hours a day • 5 or 5 days a week • Timing: 9:30 a.m. to 5:30 p.m. (Monday to Friday) Break - (12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

22/4 Kanchanj Street, Bapooji,
 Tollymore, India - 727004

+91 909400460
 +91 9040866418

info@praniconsulting.com



Notice period for Termination

30 days

Probation period

To be decided (TR)

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Date:
12/01/2024

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer could be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of call.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the Employee's service shall be of unlimited duration and shall continue indefinitely, either for the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum working hours as specified in "Key terms and condition" section of the Company's employment contract, revised working hours without notice as required by the Company's policy. When required, the employee will be expected to work additional hours as necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

25/14 Kanarej Street, Rayagiri,
Sambalpur, India - 752754

+91 929430640

+91 904326488

info@ppraniengineering.com



PRANI

Either the Employee or the Company may terminate this agreement, after probation period, by giving the other Party advance notice in writing.

If the advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the unethical/dishonest behavior or not obeying to local labor law.

3. COMPENSATION AND BENEFITS:

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:


When required, the Employee may be asked to work additional hours as may be necessary for the operation of the Company business. Monthly salary of the Employee includes payment of any extra time but the Employee may work outside normal working hours to complete assigned tasks. This clause is not applicable to:

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:


25/4 Bannari Street, Bangalore,
Tamilnadu, India - 527754


+91 834420460
+91 9643366418


PRANI Engineering Pvt. Ltd.
POM COLLEGE ROAD, BANGALORE 560002, India
REG. OFFICE: Bangalore, India
PRANI Engineering - 2017-18

info@praniengineering.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an



e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be accrued by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his/her annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and other benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company and as such, unpaid leave shall not be included in the calculation of accumulated leaves. End of Service Benefit.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to a maternity leave, 3 months half-paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive an annual bonus. However the Company may provide yearly bonus based on the company's financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

22/4 Kasturba Street, Bangalore,
Tamil Nadu, India - 567764

+975 529420660
+91 9642066613

info@pranilingua.com

5. Consumption of alcohol/liquor, similar drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. S.*

Date: 18/8/22

Roll No:
Employee

Signature *[Signature]*
Date: 18/8/22



FOR COLLECTION OF THE DOCUMENTS
PLEASE CONTACT THE HR DEPARTMENT
PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED
23/14 KANAKAL STREET, CHENNAI - 600014

23/14 Kanakal Street, Chennai,
Tamil Nadu, India - 600014

+91 9394306600
+91 9049866618

info@pranienr.com

Letter of Appointment

REF NO: PRC/HR/EMP/1203/00002

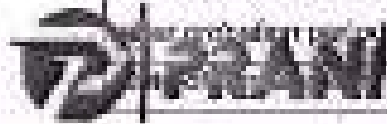
DATE: 18/3/22

Dear *S. Hariharisharan (Mech)*
 Subject: Employment Offer

We refer to the discussions we had with you regarding and have decided to offer you the draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CIN: U72500TN2003APTC13799).

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
Monthly salary	Gross Salary as below: • Basic Salary : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1000
Regular working hours & work days per week	• 8.5 hours a day • 5 or 5 days a week • Timing - 9:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	5 months from the date of employment



Notice period for Termination

30 days

To be deducted (TBD)

Date:
2024-11-21

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Bangalore office.

Joining time: Within 30 days of receipt of this offer.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of this employee shall be of unlimited duration and shall continue indefinitely with the Company, whether the employee is of the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum work hours as specified in 'Key terms and conditions' of the Company. The Company reserves the right to change working hours without notice as required by business needs. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment from the date of employment shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

25/42 Ramonji Street, Bangalore,
Tamilnada, India - 527734

+91 8294206400
+91 90-08864018

info@pranengineering.com



Either the Employee or the Company may terminate this agreement after probation period, by providing the other Party advance notice in writing as per the "Key Terms and Conditions" section of this agreement. If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to the compensation.

The Company may terminate this agreement without any notice period (including compensations) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee in accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee may be expected to work additional hours as may be necessary for the smooth running of the Company business. The Monthly salary of the Employee includes payment for extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime payment is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 (twelve) working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

23/4 Kamranj Street, Daryaganj,
New Delhi, India - 110004

+91 11 26430660
+91 9040004419

PRINCIPAL

PSM COLLEGE OF ENGINEERING & TECHNOLOGY
P&A CAMPUS, PULAVI, TAMIL NADU
TAMILNADU 621002

info@pranitechnology.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company. The Employee shall at the end of the employment period be entitled to receive an amount of gratuity as per the following formula:

6. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. In the event that the Employee is absent from work, due to sickness, for more than two consecutive working days, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be retained by the Employee. Sick leave cannot be carry forwarded to the next year.

7. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, gratuity and other benefits of the Employee shall cease until such time as the Employee resumes his/her services. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid leave shall not be included in the calculation of accumulated leaves, End of Service Benefit, etc.

8. MATERNITY LEAVE:

The Employee (She) shall be entitled to all maternity leave, 3 months paid leave, 3 months half-paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

9. BONUS:

The Employee is not entitled to receive any bonus. However the Company may provide yearly Bonus based on the company's financial log, future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

2544 Kennedy Street, Bangalore,
Tamil Nadu, India - 527764

+91 829420440
+91 904086618

info@graniteengineering.com

5. Consumption of alcohol/beer, illegal drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. ...*

Date: 18/3/22

Title:
Employee

Signature *[Handwritten Signature]*
Date: 18/3/22



PRINCIPAL

PRINCIPLE OF QUALITY & TECHNOLOGY
PROFESSIONAL VALUES
TRUSTED SERVICES

11/4 Kumbhari Street, Borivali,
Mumbai, India - 400064.

+91 229420960
+91 224200445

info@praniengineering.com

Letter of Appointment

REF NO: PEG/HR/BOPI/1730/10002

 Dear **Terin Johny (M.B.A)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you full-time employment offer for the position of **JUNIOR MECHANICAL ENGINEER** in our organization **PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED** (CIN: U72901TN2002PTC137100)

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employ	Royalpet
Monthly salary	Gross Salary (as below): • Housing allowance : INR 2500 • Transport allowance : INR 1000 • Food allowance : INR 1800
Regular working hours & work days per week	• 8.5 hours a day • 5 or 6 days a week • Timing: 9:30 a.m. to 5:00 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment



Notice period for Termination	30 days
Probation period	To be decided (TTC)

Date: _____
 Ref No: _____

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employment offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagiri office.

Joining time: Within 30 days of offer date.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the employee is a term of unlimited duration and shall continue indefinitely unless terminated by either the employee or the Company.

b. HOURS OF WORKING:

The Employee is expected to comply the minimum working hours as specified in "Key terms and condition" of the Company. The Company may, from time to time, revise working hours without notice as required by changing business policy. When required, the employee will be expected to work additional hours if necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice of discontinuation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be "confirmed" as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

23/4 Kanning Street, Rayagiri,
 Tiruvallur, India - 627764

+91 9242006688
 +91 9043606518

info@pranionline.com

PRINCIPAL

Either the Employee or the Company may terminate this agreement, after probation period.



Notwithstanding the other Party advance notice in writing, if the terminating party is not given the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period, (including compensation) in such situation where the Employee does the wilful disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee in accordance with the "Pay Terms and Conditions" of this agreement. In the event of any outstanding amounts owed by the Employee to the Company, the Company reserves the right to deduct such amounts from the Employee's salaries.

b. OVERTIME:

When required, the Employee may be asked to work additional hours as may be necessary for the Company's business needs. Monthly salary of the Employee includes payment for any extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime pay is not applicable.

c. ANNUAL LEAVE:

The Employee shall be entitled to 12 (twelve) working days in a calendar year upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:

~~PRAN~~
PRAN ENGINEERING & TECHNOLOGY
BHEL ROAD, PALWANCHI, RAJYAL
RAJYAL, TELANGANA

25/4 Komandla Street, Rajyal,
Telangana, India - 507754

+91 929430440
+91 0543286415

info@pranengineering.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive the



e. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in ^{Roll} calendar year, in the event that the Employee is absent from work, due to sickness, ^{Rolls} for more than two consecutive working days, leave shall be required to produce a certificate signed by an medical practitioner indicating the nature of the illness that caused the absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balance. The leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances, gratuity and benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unavailability shall not be included in the calculation of accumulated leaves, End of Service Benefits.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to 3 months full paid leave, 3 months half-paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus or gratuity over the Company provide yearly Bonus based on the staff's financial i.e. future business strategy/assessments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her supervisors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

20/4 Komara Street, Bangalore,
Tamilnadu, India - 527756

+91 8274206669
+91 8242066618

info@pranionline.com

5. Consumption of alcohol/liquor, illegal drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Company

PRAN ENGINEERING CONSULTANTS
PRIVATE LIMITED

Signature *M. S. ...*

Date 18/3/2022

Ref No:
Employee

Signature

Date 18/3/2022

[Handwritten Signature]
Date 18/3/2022



PRAN ENGINEERING CONSULTANTS PRIVATE LIMITED
PONDICHERRY OFFICE
PONDICHERRY, TAMIL NADU
INDIA



73/4 Kaveraj Street, Serpangal,
Tamil Nadu, India - 607764



+91 5294000008
+91 9042856515



info@pranengineering.com

Date: 18/3/22
 Ref No:

Letter of Appointment

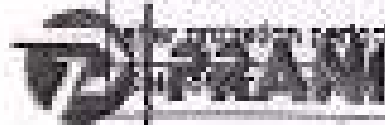
REF NO: PEGHR/EOPM225400002

 Dear **Sri Raman CME(H)**
 Subject: Employment Offer

We refer to the discussions we had with you recently and we are pleased to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED (CIN: U73300TN3000PTC137568).

1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rajahmundry
Monthly salary	Gross salary as below: <ul style="list-style-type: none"> • Basic salary : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1300
Regular working hours & work days per week	<ul style="list-style-type: none"> • 8.5 hours a day • 5 or 6 days a week • Timing: 8:30 a.m. to 5:30 p.m. (lunch Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment



Notice period for Termination

30 days

To be decided (TBD)

Date:
12/11/2024

Validity: This draft employment offer is valid for acceptance for a period of 7 days from the date of issue.

Please send a signed copy of this letter indicating your acceptance to join our organization so that this employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Rayagdi office.

Joining time: Within 30 days of offer issuance.

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERIOD:

The employment period of the employee shall be of unlimited duration and shall continue indefinitely unless terminated by either the employee or the Company.

b. HOURS OF WORK:

The Employee is expected to complete the minimum working hours as specified in "Key terms and condition" of the Company's employment offer. The Company may, without notice as required, change the working hours policy. When required, the employee will be expected to work additional hours as may be necessary for the fulfillment of the Company business needs.

c. PROBATIONARY PERIOD:

The first one hundred and eighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or compensation. Employee shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a permanent employee or dismissed.

d. TERMINATION OF SERVICES:

1204 Sansad Street, Rayagdi,
Bardhaman, India - 827784

+91-9294304400
+91-9646846668

PRINCIPAL

hr@ppram.com | hr@ppram.com

HR - PUNJAB TALENT



Either the Employee or the Company may terminate this agreement, after probation period, by giving the other Party advance notice in writing as per "Key Terms and Conditions" section of this agreement. If such advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro rata thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to this compensation.

The Company may terminate this agreement without any notice period (including compensation) in such situation where the Employee does the serious disciplinary behavior or not obeying to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allowances shall be paid on a monthly basis directly to the bank account specified by the Employee, as accordance with the "Key Terms and Conditions" of this agreement. In the event of any outstanding debts owed by the Employee to the Company for Services rendered, the right to deduct such amounts from the Employee's salaries shall be reserved.


b. OVERTIME:

When required, the Employee shall be expected to work additional hours as may be necessary for the Company's business. The Employee's Monthly salary of the Employee includes payment for extra time that the Employee may work outside normal working hours to complete assigned tasks. Overtime compensation is not applicable.


c. ANNUAL LEAVE:

The Employee shall be entitled to a minimum of 12 (twelve) working days in a calendar year) upon completion of every twelve (12) months of continuous service with the Company. Annual leave may be availed at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the timing of the Employee's annual leave due to the Company's urgent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year and the remaining leaves will be forfeited.

d. END OF SERVICE BENEFIT:


PRANI
 22/4 Komarov Street, Bangalore,
 Karnataka, India - 527764


 +91 929420640
 +91 9845286616


PRANICAL
 CONSULTING & TRAINING
 PRIVATE LIMITED
 22/4 Komarov Street, Bangalore,
 Karnataka, India - 527764
 info@praniconsulting.com

Subject to the Employee completing a minimum of one year uninterrupted service with the Company, the Employee shall at the end of the employment period be entitled to receive an amount equal to the gratuity payable to him as per the provisions of the Payment of Gratuity Act, 1972.

f. SICK LEAVE:

The Employee is permitted to take the maximum of 12 days in a calendar year. If the Employee is absent from work, due to sickness, for more than two consecutive working days, he/she shall be required to produce a certificate signed by a medical practitioner indicating the nature of the illness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the next year.

f. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave balances. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all salaries, allowances and other benefits of the Employee shall cease until such time as the Employee resumes work. The full duration of the unpaid Long Leave shall not be included as part of the Employee's services with the Company, and as such, unpaid leave shall not be included in the calculation of accumulated leaves, End of Service Benefit.

g. MATERNITY LEAVE:

The Employee (She) shall be entitled to 28 weeks of maternity leave, 3 months half paid leave & 6 months unpaid leave. Payment shall be based on monthly gross salary.

h. BONUS:

The Employee is not entitled to receive any bonus. However the Company may provide yearly Bonus based on the share price, financial and future business strategy/investments.

4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical skills to the service of the Company.
2. The employee, at all times, shall follow the directions of his/her superiors and the Company rules and policies.
3. The Employee shall supervise properly and guide all subordinates.
4. The Employee shall not engage himself with any other trade, business or professional activity, other than the business of the Company.

23/4 Ramraj Street, Rajmudi,
Tamil Nadu, India - 627764

+971 929420669
+91 9040006615

info@pranengineering.com

5. Consumption of alcohol, other drugs and smoking inside the office premises is strictly prohibited. In the event the Employee violates



We look forward to welcome you aboard.

Company

PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED

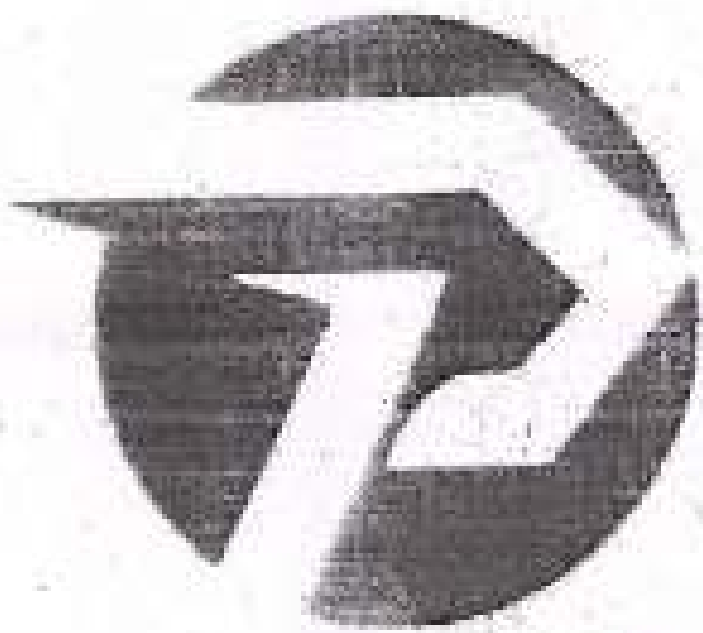
Signature: *M. S. S.*

Date: 18/3/22

Employee

Signature: *[Handwritten Signature]*

Date: 18/3/22



PRINCE AL with
FOR COLLECTOR OF CHENNAI HIGH TECHNOLOGY
AND INFORMATION TECHNOLOGY TALENT
DEVELOPMENT



22/14 Kanchang Street, Bangalore,
Karnataka, India - 560074



+91 9344006600
+91 9845866615



info@pranienr.com



WELCOME LETTER

15 | 9 | 2021

Dear ADYAL JERSEWAL

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TECHNICAL ENGINEER
2. Your date of commencement of Employment will be on SEP-2021
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 1,00,000/- PM, Free Food Accommodation & Travel.
4. Your employment will be subject to the terms & conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents, details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- NYC - (Address & ID Proof)
- Aadhar Card along with your DOP
- Original Academic Certificates (all from 10th to highest) - with 2 set of photocopy.
- Six passport size photographs (Recent)
- Two Facebook photocopy

For Experience candidates.

- Original Resignance Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windsor India Private India Limited.


Authorized Signatory



PRINCIPAL

PSI COLLEGE OF ENGINEERING & TECHNOLOGY
BILAHARIBONG, PALWASHOTTA TALUK
TRIPURA-781 022

TENNECO

TENNECO CLEAN AIR TECHNOLOGIES PRIVATE LIMITED
CENTRE FOR ENVIRONMENTAL TECHNOLOGIES
Telephone: 0411-2611001

Dec 16, 9, 201

To
OSV College of Engineering & Technology

DATE LETTER

Dear Arunpradip K

With reference to your application and subsequent discussion you had with us, we are pleased to inform that you have been selected for the position of Trainee - HR/HRD on the terms and conditions mutually agreed upon as detailed. On-Posting - 15/12/2011 - 17/12/2011

You are eligible for the stipend of Rs. 10,000/- CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Oragadam plant (Near to Kovvur Sripiper Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Division / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 26.12.11 at Tenneco Clean Air India Pvt. Ltd., Plot No. 485-1, SIPCOT Industrial Park, Oragadam, Expansion Scheme, Madhav Nagar, Sripiperambudur, Karthikeyan Dr. - 601305, Tamil Nadu.

It is not obligatory on part of management to offer enough period as well as a job at your training period of one year. However, preference will be given to you for fixed term employment (or) regular employment subject to your performance, conduct, contribution to the company and industry.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disregarded if found medically unfit or not submitted the fitness certificate.

You are advised to bring your records like original and copy of the same for verification. The original will be returned after verification. The copy of documents such as MAT, 10th (if available), Diploma/Degree, Course completion certificate, TC, Marksheet, Provisional certificate, Residential address proof, ID proof like Aadhar Card, Family Card, PAN Card, Bank Account Proof and two passport size photograph 4 nos for record.

This offer will expire on 26.12.11 as last agreed and remain in force till date. The detailed training appointment order will be provided as per the company T&C after your joining.
For Assistance you may contact Mr. S. Kathiraman/ Mr. Akash - Human Resources (+91-9886034912) / (+91-9812635666)


We do hope you will find your joining as a member of Tenneco family and wishing you all success in your new career!

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After getting a commitment along with unconditional commitment, we can take the role as (Company Trainee). The CTC would be 10000

Headquater Office: TENNECO, Kovvur Sripiper Park, SIPCOT Industrial Park, Oragadam, Expansion Scheme, Madhav Nagar, Sripiperambudur, Karthikeyan Dr. - 601305, Tamil Nadu.
Tenneco India Pvt. Ltd.


PRINCIPAL
OSV COLLEGE OF ENGINEERING & TECHNOLOGY
MADHAV NAGAR, SRIPIPERAMBUDUR
KARTHIGEYAN DR. - 601305



WINDY HILL
SCHOOL

WELCOME LETTER

15/09/2024

Dear MEL CHAMBERS -

Congratulations!

We are pleased to send this welcome letter, based on your interest and submission of application details of the same and conditions of welcome letter and so on.

1. You are designated as TRAINER CONDUCTOR
 2. Your date of commencement of Employment will be on 16/09/2024
Will send the exact date of joining details through SMS.
 3. You are entitled to receive compensation of SRS 1000000.00 PM, Free food, Accommodation & Travel.
 4. Your employment would be subject to the Terms & Conditions mentioned in visit appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Fitness being the basic document (attach on your day of joining).
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet)
- PVC - 1 (Address & DO Proof)
 - Aadhar Card along with your DOB
 - Original Academic Certificates (Old form 10th to HIGHEST) - with 2 set of photocopy.
 - 50 passport size photographs (Recent)
 - Bank Passbook statement

For experience candidate

- Original Resignation Letter with acknowledgement - If required
- Release letter from previous employer (Old & New) - If you are
- Proof of car possession (not drawn) (Photo's - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windy Hill Private Education Limited,

Authorized Signatory

PRINCIPAL
PRINCIPAL OF WINDY HILL PRIVATE EDUCATION LIMITED
WINDY HILL PRIVATE EDUCATION LIMITED



WELCOME LETTER

15 | 9 | 2024

Dear RAJA MURUGAN S

Congratulations!

We are pleased to issue this welcome letter, based on your interest and selection of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TABANEL ENGINEER
2. Your date of commencement of employment will be on 30 SEP 2024
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of BMR 10000/- PM, Free Food, Accommodation & Travel Fixed
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- AYC - (Address & ID Proof)
- Airtel Card along with your DCE
- Original Academic Certificates (all from 10th to highest) - with 2 set of photocopy
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Overseas candidates,

- Original Resignation letter with acknowledgment - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited,

Authorised Signatory

PRINCIPAL
WINDCARE INDIA PRIVATE LIMITED
WINDCARE INDIA PRIVATE LIMITED
THIRUVALLUR-601 007, INDIA



WARD CARE
INDIA PRIVATE LIMITED

WELCOME LETTER

15 | 9 | 2024

Dear R. P. R. SURESHKANTH - 9

Congratulations!

We are pleased to issue the Welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TECHNICAL ENGINEER SECT - 2021
2. Your date of commencement of employment will be on 15/09/2024
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 1,00,000/- PM. Free Food, Accommodation & Travel Fixed
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- KYC - (Address & ID Proof)
- Aadhar Card along with your PAN
- Original Academic Certificates (all from 10th to Highest) - with 2 sets of photocopy
- Six month's old photographs (Recent)
- Bank Passbook photocopy

For Experience candidates,

- Original Resignation Letter with acknowledgment - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Wardcare India Private Limited,

Authorized Signatory

PRINCIPAL

FEH COLLEGE OF ENGINEERING & TECHNOLOGY
NAGARJUNASARAI, NAGARJUNASARAI, AP
TEL: 0863 2611111



Wirecore India
Private Limited

WELCOME LETTER

13 | 9 | 2023

Dear DHULIPAN, I -

Congratulations!

We are pleased to issue the welcome letter, based on your interest and declaration of acceptance of the terms and conditions of welcome letter are as under:

1. You are designated as: TRAINING ENGINEER
2. Your date of commencement of Employment will be on 30.07.2023.
Will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 12000/- PM. Free food, accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be handed to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- KYC - (Address & ID Proof)
- Aadhar Card along with your photo.
- Original Academic Certificates (up to 10th to Higher) - with 2 set of photocopies
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates:

- Original Resignation Letter with acknowledgement - (If required)
- Relieving letter from previous employer (Original) - (If required)
- Proof of current position last drawn (3 months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Wirecore India Private Limited,

Authorized Signatory



PRINCIPAL

PGI COLLEGE OF ENGINEERING & TECHNOLOGY
BILASPUR, JHARKHAND
PH: 0358 2411001, 421102



WINDROVER
Private Equity

WELCOME LETTER

15 / 9 / 2021

Dear DIVYACHAR SINGH

Congratulations!

We are pleased to issue this Welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINING ENGINEER
 2. Your date of commencement of Employment will be on SEPTEMBER-2021 SEPT-2021 W/Effect the exact date of joining details through SMS.
 3. You are entitled to receive compensation of INR 10000/- PM. From Food, accommodation & Travel. Fixed
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents / details on your day of joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During joining have to bring the PPE's (Safety Shoes & Yellow colour safety working helmet)
- AEC - (Address & ID Proof)
 - Ex-Blue Card along with your DCE
 - Original Academic Certificates (all your 10th to Highest) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Courtship Candidates

- Original Resignation Letter with acknowledgment - If required
- Relieving letter from previous employer (Original) - If required
- Proof of comprehensive car driver (2 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windrover India Private Equity Limited.

D. Praveen
Authorized signatory



PRIME AL
PRACTICES OF ENGINEERING TECHNOLOGY
PRACTICES PVT. LTD. (A COMPANY IN INDIA)
WINDROVER, 601 008



WIPRO
Wipro Limited

WELCOME LETTER

15/09/2021

Dear EBRCHIN S -

Congratulations!

We are pleased to have the pleasure of this, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRANCE ENGINEER 28/09/2021
2. Your date of commencement of Employment will be on 28/09/2021 will send the exact date of joining details through HR.
3. You are entitled to receive compensation of INR 100000/- PM. Free food, Accommodation & Travel.
4. Your employment would be subject to the terms & Conditions, mentioned in your acknowledgement letter, which will be asked to sign on your joining date.
5. You will be on probation for a period of 06 months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet);
9. KYC - (address & ID Proof)
10. Bank account along with your DOB
11. Original Academic Certificates (all from 10th to highest) - With 2 set of photocopy
12. Six passport size photographs (Recent)
13. Bank Passbook photocopy

For Experience Candidates

- 1. Original Resignation Letter with acknowledgement - If required
- 2. Relieving letter from previous employer (Original) - If required
- 3. Proof of continuous last 6 months - Original

Looking forward to a long and mutually beneficial career with us.

Yours truly,
for Wipro Limited Private India Limited.

Anurag Khanna

PRANJIT AL
RECEPTION OF EMPLOYMENT & TECHNOLOGY
WIPRO LIMITED
WIPRO PLAZA
WIPRO CITY
WIPRO



WINDSKARE

WELCOME LETTER

15 / 9 / 2021

Dear SATHYA KOKILA - W

Congratulations!

We are pleased to issue this welcome letter, based on your interest and submission of application. Details of the terms and conditions of service have been as under:

1. You are designated as TRAINING FRANCHISEE
 2. Your date of commencement of employment will be on 31/07/2021 **Will send this exact date of joining details through SMS.**
 3. You are entitled to receive compensation of BMR 10000/- + PM, Free Food, Accommodation & Travel
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents, in duplicate on your day of joining.
 7. Based on the performance, will provide Overseas opportunities after 6 months of work completion.
 8. During joining have to bring the PPE's (Safety shoe & Yellow Colour safety working helmet)
- CVT - (Address & ID Proof)
 - Aadhar Card along with your DL/VE
 - Original Academic Certificates (all from 12th onwards) - with 2 set of photocopy
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Foreign Candidates,

- Original Migration Letter with acknowledgment - if required
- Relieving letter from previous employer (Original) - if required
- Proof of compensation not drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
for Windskaare India Private Limited-

D. Saijy
Authorized Signatory

PRINCIPAL
RAJ COLLEGE OF ENGINEERING & TECHNOLOGY
MGR ACADEMIC & ADMINISTRATION TRUST
CHENNAI HELDLINE - 499 132



WIPRO

Wipro Limited

WELCOME LETTER

15/09/2021

Dear SHIVAPRANAV A. Lakshmi 3

Congratulations!

We are pleased to issue the welcome letter based on your interest and submission of application. Details of the terms and conditions of employment are as under:

1. You are designated as TABULAR ENGINEER SI 261
 2. Your date of commencement of Employment will be on 15/09/2021.
Will send the exact date of joining details through SMS.
 3. You are entitled to receive congratulations of INR 30000/- PM. Free Food, accommodation & Travel.
 4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents on date of your joining.
 7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Color safety wearing helmet).
- KYC - (Address & ID Proof)
 - Address Card along with your PAN
 - Original Academic Certificates (all from 10th to Highest) - with 2 set of photocopy.
 - Six passport size photographs (Recent)
 - Bank Passbook photocopy

For Experience candidates:

- Original Sample pass Letter with acknowledgement - If not available
- Relieving letter from previous employer (2nd set) - If required
- Proof of continuous last drawn (3 months) - Original

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Wiprocare India Private India Limited.

D. Srinivas
Authorised Signatory

PRINCIPAL

PRINCIPAL OF ENGINEERING & TECHNOLOGY
WIPRO CARE INDIA PRIVATE LIMITED
WIPRO CAMPUS, CHENNAI - 600 092

Dear, Kalishewari F

We are pleased to offer you the full-time position of the trainee at Digisailor, Tuticorin. With the start date of 12-1-2022. You will be reporting directly to Mr. Ilmaraja at Digisailor, Tuticorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

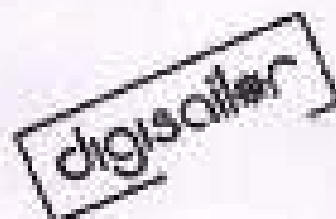
The annual starting salary for this position is ₹5.1,20,000 per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This is letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which includes (medical insurance, 401(K), vacation time, etc.) and other benefits which will be described in more detail in the (employee handbook, orientation package, etc).

Please confirm your acceptance of This offer by signing and the returning this letter by 31-1-2022.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.




PRESIDENT,
FOR COLLEGE OF COORDINATED & TECHNOLOGY
MELCHERIPARA, KOLLAM DISTRICT, TAMIL
NADU, INDIA. *With Best wishes.*


Ilmaraja, S
Founder/CEO
Digisailor

Dear Harayavalli A

We are pleased to offer you the full-time position of the *trainer* at Digisailor, Turcoorn. With the start date of 12-1-2023. You will be reporting directly to Mr.Harayraja at Digisailor,Turcoorn. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to *travel* position for first one year.

The annual starting salary for this position is *RS 1,20,000* per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company/We free to terminate the employment relationship at any time for any reason. This letter is not a Contract or guarantee of employment for a definite amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which include (medical insurance, PPF(S), vacation time, etc), and other benefits which will be described in More detail in the [employee handbook, orientation package, etc].


Please confirm your acceptance of This offer by signing and the returning this letter by 30-1-2023.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.

digisailor

TECHNICAL
PROFESSOR OF BUSINESS & TECHNOLOGY
BHELAPATIYALU, HANAMANTHAPETA, KURAP
98491 43345, 98765

With Best wishes,


Harayavalli S
Founder/CEO
Digisailor

digisailor

www.digisailor.com

Dear, Navitha A

We are pleased to offer you the full-time position of the trainee at Digisailor, Tuticorin. With the start date of 12-1-2022. You will be reporting directly to Mr. Ilayaraja at Digisailor, Tuticorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

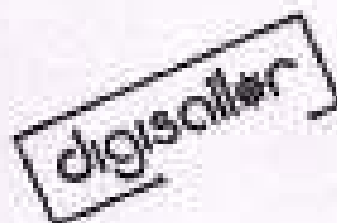
The annual starting salary for this position is US 1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This is letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which include (medical insurance, 401(K), vacation time, etc), and other benefits Which will be described in More detail in the [employee handbook, orientation package, etc].

Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2022.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.




PRINCIPAL
PROFESSIONAL AND BUSINESS TECHNOLOGY
WELL-BEING CONSULTANTS PVT. LTD.
THIRUVARUR - 610 001

With Best wishes,


Ilayaraja S
Founder/CEO
Digisailor

digisailor

17, Thiruvananthapuram, Kerala, India 695001

Dear, Santhosh Kumar K

We are pleased to offer you the full time position of the trainer at Digisailor, Turkote. With the start date of 12-1-2021. You will be reporting directly to Mr. Jayaraja at Digisailor, Puttur. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The usual starting salary for this position is RS. 1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which includes medical insurance, 401(K), vacation time, etc., and other benefits which will be described in more detail in the [employee handbook, orientation package, etc.].

Please confirm your acceptance of This offer by signing and returning this letter by 30-1-2021.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.

PRINCE AL

FOUNDER/CEO OF DIGISAILOR & TECHNOLOGY
ACADEMY, PUTTUR, THIRUVANANTHAPURAM
KARNATAKA-574102

With Best wishes

Jayaraja S
Founder/CEO
Digisailor

digisailor

Private & Confidential | Digisailor Training & Recruitment Department

Dear, *Mathuramurthi S*

We are pleased to offer you the full-time position of the trainer at Digisailor, Tuticorin. With the start date of 12-1-2022. You will be reporting directly to Mr. Jayaraj's at Digisailor, Tuticorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS.1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company/you free to terminate the employment relationship at any time for any reason. This is letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which includes [medical insurance, 401(K), vacation time, etc], and other benefits Which will be described in More detail in the [employee handbook, orientation package, etc].

Please confirm your acceptance of This offer by signing and fax returning this letter by 30-1-2022.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.

PRINCIPAL

FOR COLLEGE OF ENGINEERING & TECHNOLOGY
89, CHITRANAGAR, RAJAMANGALAM, TAMIL
NADU-621004

With Best wishes,

Jayaraj's S
Founder/CEO
Digisailor

Dear *Sangeetha*,

We are pleased to offer you the full-time position of the *trainer* at Digisailor, *Taticeerin* With the start date of *12-1-2012*. You will be reporting directly to *Mr.Rajanya* at *Digisailor,Taticeerin*. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to *trainer* position for first one year.

The annual starting salary for this position is *RS. 1,20,000* per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This letter is not a Contract or guarantee of employment for a definite amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which include (medical insurance, 401(K), vacation time, etc.) and other benefits which will be described in more detail in the (employee handbook, orientation package, etc.).

Please confirm your acceptance of this offer by signing and returning this letter by *30-1-2012*.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

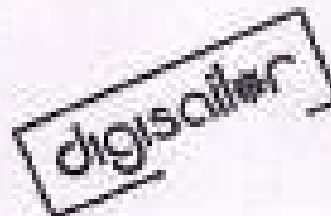


PRINCIPAL

PSN OFFICE OF INNOVATION & TECHNOLOGY
PULVINCHERRY, PULVINCHERRY TALUK
TIRUPUR DISTRICT - 641 002

With best wishes,

Rajanya S
Founder/CEO
Digisailor



Dear, *Sanjay kumar M*

We are pleased to offer you the full-time position of the trainee at Ionix Software Solution, Thane/vel. With the start date of 12-1-2022. You will be reporting directly to Mr. Sarvansh Kumar at Ionix Software Solution, Thane/vel. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

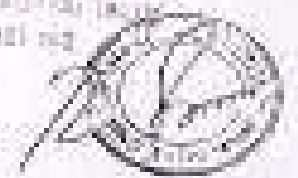
The annual starting salary for this position is RS.1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Please confirm your acceptance of This offer by signing and the returning this letter by 10-3-2022.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRINCIPAL With Regards,
PRINCIPAL OF ENGINEERING & TECHNOLOGY
WELFARE EDUCATIONAL INSTITUTION
WELFARE EDUCATIONAL INSTITUTION





WINDKARE
Private India Ltd.

WELCOME LETTER

15/9/2021

Dear GIJUPPIYA, V.

Congratulations!

We are pleased to issue the welcome letter, based on your recent and submission of Application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAVEL AGENTS
2. Your date of commencement of Employment will be on SEPT-2021
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 1,00,000/- PM, Free Food, accommodation & Travel Provided.
4. Your employment would be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of your joining.
6. Please bring the below listed documents / copies on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoe & Yellow colour safety working helmet)

- KYC - (Address & ID Proof)
- Aadhar Card along with your DCE
- Original Academic Certificates (all from 10th to Highest) - with 2 set of photographs.
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates

- Original Resignation Letter with acknowledgement - (If required)
- Relieving letter from previous employer (Original) - (If required)
- Proof of consecutive last three (3) Months - (Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windkare India Private India Limited.


Authorized Signatory



PRINCE AL
PRINCIPAL OF TECHNICAL TRAINING
WINDKARE PRIVATE INDIA LIMITED
CHENNAI-600 021 | INDIA



WINDWARD
Private Sector

WELCOME LETTER

15/9/2021

Dear SOONDARYA LATHI

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TECHNICAL ENGINEER 15/9/2021
2. Your date of commencement of employment will be on 10/09/21.
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of BNR 1000/- PM, Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet)

- KYC - (Address & ID Proof)
- Achar Lene Along with your BCC
- Original Academic Certificate (all from 10th to Higher) - with 2 sets of photographs
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates,

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of compensation last drawn (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windward Private Sector Limited,


Authorized Signatory

PRINCIPAL
PUN COLLEGE OF ENGINEERING & TECHNOLOGY
MELAIKOTTA, PALNADURAI DISTRICT
TAMILNADU-605 007



WINN-DIXIE
PRINCIPAL

WELCOME LETTER

10/19/2024

Dear MRS RUTH E

Our qualifications

We are pleased to issue this welcome letter, based on your interest and submission of appropriate details of the information in relation to welcome letter and as under:

1. You are assigned in TROUBLE E6-1552 RED-204
 2. Your date of commencement of employment will be on 11/20/24
We send the exact date of joining date is through SMS
 3. You are entitled to receive consideration of ONE (1) month (one) Free Food, Accommodation & Travel 4-500
 4. Your employment should be subject to the Terms & Conditions mentioned in your employment letter, which will be issued to you on your joining date.
 5. You will be on probation for a period of six months from the date of joining.
 6. Please bring the below listed documents details on your day of joining.
 7. Based on the performance will provide overseas opportunities after 3 months of work completion.
 8. During joining have to bring the PPE's (Safety shoes & Yellow Colour safety working helmet)
- CTC (Address & ID Proof)
 - Author Card along with your ODR
 - Original Academic Certificates (all from 10th to Higher) - with 2 sets of photocopies
 - Six passport size photographs (4x4) (Recent)
 - Bank Passbook photocopy

For Experience candidates:

- Original Experience Letter with working dates - if required
- Relieving letter from previous employer (Original) - if required
- Proof of resignation (if given) (if Hardly) - if required

Looking forward to a long and mutually beneficial career with us.

Sincerely,
For Winn-Dixie Retail Private India Limited,


Authorised Signatory



PRINCIPAL
P&S (S&T) DEPT OF CHAINING & TECHNOLOGY
MELAKKOTTA ROAD, PALANAKOTTA, JALAPA
TIRUPATI-517 101, AP, INDIA.

digisAlor

www.digisAlor.com | 099 533 3333

Dear, Anantha Saini S

We are pleased to offer you the full-time position of the trainee at DigisAlor, Trichochi. With the start date of 12-1-2022. You will be reporting directly to Mr. Jayaraja at DigisAlor, Trichochi. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS. 1,20,000 per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with DigisAlor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of DigisAlor you are also eligible for our benefits programs, which include (medical insurance, 401(K), vacation time, etc.), and other benefits which will be described in more detail in the (employee handbook, orientation package, etc).

Please confirm your acceptance of this offer by signing and the returning this letter by 10-3-2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.



PRINCIPAL

PRINCIPLES OF EXPERIENCE & TECHNOLOGY

RELATIONSHIP, RAJAWAROTHI TOWER

TRICHY, TAMIL NADU, INDIA

With Best wishes,



Jayaraja S
Founder/CEO
DigisAlor

digisailor

TECHNOLOGICAL ENTREPRENEURSHIP ORGANIZATION

Dear, *Angel R*

We are pleased to offer you the full-time position of the trainee at Digisailor, Tattocorin. With the start date of 12-1-2022. You will be reporting directly to Mr. Ilayanga at Digisailor, Tattocorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is US 1,20,000 per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This letter is not a Contract or guarantee of employment for a definite amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which includes [medical insurance, 401(K), vacation time, etc], and other benefits Which will be described in More detail in the [employee handbook, orientation package, etc].

Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2022.

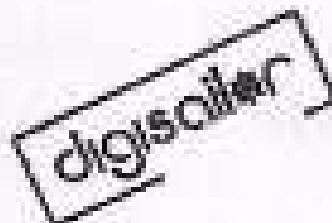
We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



ILAYANGA S
FOUNDER/CEO OF DIGISAILOR TECHNOLOGY
MELAKKALANGUDI, TATTOCORIN, TAMIL NADU
INDIA | 94421 12345

With Best wishes,


Ilayanga S
Founder/CEO
Digisailor



Dear Indharathi E

We are pleased to offer you the full-time position of the trainee at Digiscilor, Tuticorin. With the start date of 12-1-2012. You will be reporting directly to Mr Jayaraj at Digiscilor, Tuticorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS.1,20,000 per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Your employment with Digiscilor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digiscilor you are also eligible for our benefits programs, which includes (medical insurance, 401(K), vacation time, etc.), and other benefits which will be described in more detail in the [employee handbook, orientation package, etc].


Please confirm your acceptance of This offer by signing and returning this letter by 31-3-2012.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRAVEEN K J
FOR COLLECTOR OF COMPENSATION TRAINING AND
RELATIONSHIP MANAGEMENT IN HR UNIT
TUTICORIN DIST - 691 001

With Best wishes,



Rajan S
Founder/CEO
Digiscilor



Dear, *Jayraj Suresh A*

We are pleased to offer you the full-time position of the trainee at Digisailor, Tuticorin. With the start date of 12-1-2022. You will be reporting directly to Mr. Jayaraja at Digisailor, Tuticorin. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS.1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Your employment with Digisailor will be on an at-will basis, which means You and the company are free to terminate the employment relationship at any time for any reason. This is letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digisailor you are also eligible for our benefits programs, which includes (medical insurance, 401(K), vacation time, etc.) and other benefits Which will be described in More detail in the [employee handbook, orientation, package, etc].

Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

digisailor

PRINCIPAL
PRINCIPAL OF EDUCATION
With Best wishes,
12/1/2022

Jayaraja S
Jayaraja S
Founder/CEO
Digisailor

Dear, **SATYAK KUMAR**

We are pleased to offer you the full-time position of the trainee at Iconix Software Solution, Tirunelveli. With the start date of 12-1-2021. You will be reporting directly to Mr. Saravanan Kumar at Iconix Software Solution, Tirunelveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS.1,20,000 per annum. In addition to this starting Salary, we're offering you bonus, commission structure, etc.

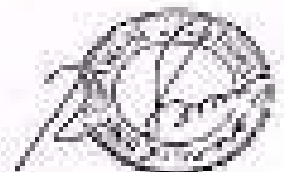
Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2021.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRINCIPAL
PSW COLLEGE OF ENGINEERING & TECHNOLOGY
MADURAI

With Regards,



Iconix Software Solution

Dear Shaked Avichai:

We are pleased to offer you the full-time position of the trainee at Iconix Software Solution, Tirunelveli. With the start date of 13-1-2022. You will be reporting directly to Mr. Saravanan Kumar at Iconix Software Solution, Tirunelveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS. 1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

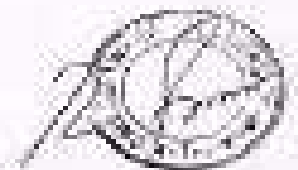
Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2022.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRINCIPAL
FIS COLLEGE OF ENGINEERING & TECHNOLOGY
WELAREDDY ROAD, PALAKKAD DISTRICT, TRIPUNITHURAI
TRIPUNITHURAI DIST. - 622 002

With Regards,



Iconix Software Solution

Dear, Srinivasa Rajasekar M

We are pleased to offer you the full-time position of the trainee at Iconix Software Solution, Tiruchveli. With the start date of 12-1-2022. You will be reporting directly to Mr. Saravana Kumar at Iconix Software Solution, Tiruchveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS.1,20,000 per annum. In addition to this starting salary, we're offering you bonuses, commission structures, etc.

Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2022.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRINCIPAL
PER COLLEGE OF DISTANCE EDUCATION
MADRAS UNIVERSITY, ANANTHAPURAM
TIRUCHVELI-605 012

With Regards,



Iconix Software Solution

Dear Anantha Suresh

We are pleased to offer you the full-time position of the trainee at Innate Software Solution, Tirunelveli. With the start date of 12-1-2022. You will be reporting directly to Mr.Saravani Kumar at Innate Software Solution, Tirunelveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is INR 1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.



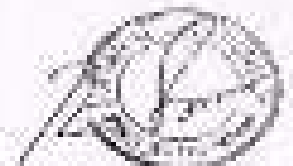
PRINCIPAL

PSV COLLEGE OF ENGINEERING & TECHNOLOGY

VELUPPILAIYODU, TIRUNELVELI-627 011

TIRUNELVELI - 627 011

With Regards,



Innate Software Solution

Dear Jafferson A

We are pleased to offer you the full-time position of the trainee at Iconix Software Solution, Tirunelveli With the start date of 12-1-2023. You will be reporting directly to Mr. Saranya Kumar at Iconix Software Solution, Tirunelveli. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

The annual starting salary for this position is RS. 1,20,000 per annum. In addition to the starting Salary, we're offering you bonuses, commission structures, etc.

Please confirm your acceptance of This offer by signing and the returning this letter by 30-1-2023.

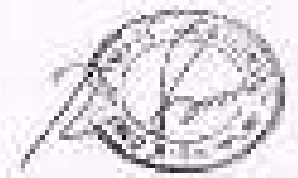
We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRINCIPAL

FOR COLLEGE OF ENGINEERING & TECHNOLOGY
RELATIVE TO THE FOLLOWING DETAILS
TIRUNELVELI - 627 002

With Regards,



Iconix Software Solution

Dear, *Manna Bandaru A*

We are pleased to offer you the full-time position of the trainer at Iconix Software Solution, Hyderabad. With the start date of 12-1-2012. You will be reporting directly to Mr. Saravani Kumar at Iconix Software Solution, Hyderabad. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to trainee position for first one year.

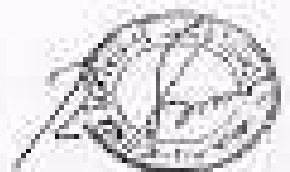
The initial starting salary for this position is RS.1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

Please confirm your acceptance of This offer by signing and fax returning this letter by 30-3-2012.

We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRINCIPAL
PSV COLLEGE OF ENGINEERING & TECHNOLOGY
ADAPTING THE ADVANCEMENT OF
CONTEMPORARY
With Regards,



Iconix Software Solution



WINDCARE
INDIA PRIVATE LTD

WINDCARE INDIA PRIVATE LTD
WINDCARE HOUSE, 2ND FLOOR,
10/10, RAJIV GANDHI ROAD,
NEW DELHI - 110028

WELCOME LETTER

15 / 9 / 2024

Dear MANISH BARDHAN

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINED ENGINEER
2. Your date of commencement of Employment will be of 3 SEPT - 2024
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 1,00,000/- PM. Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your date of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)

- KYC - (Address & ID Proof)
- Aadhar Card along with your DCE
- Original Academic Certificates (all from 10th to highest) - with 2 set of photocopy.
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Ex-graduate candidates

- Original Resignation Letter with acknowledgement - If required
- Relieving letter from previous employer (Original) - If required
- Proof of completion last class (3 Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windcare India Private India Limited..

Authorized Signatory

PRINCIPAL
PPT COLLEGE OF ENGINEERING & TECHNOLOGY
SRI LAKSHMI NAGAR, WINDCARE HOUSE
INDIA PRIVATE LTD - NEW DELHI



WINDUSARE
INDIA PRIVATE LIMITED

WELCOME LETTER

15 | 9 | 2021

Dear JOTHIL LAKSHMAN

Congratulations!

We are pleased to issue the welcome letter, based on your interest and submission of application. Details of the terms and conditions of welcome letter are as under:

1. You are designated as TRAINED ENGINEER
2. Your date of commencement of Employment will be on 15-SEP-2021
We will send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 1,00,000/- PM. Free Food, Accommodation & Travel. **Fixed**
4. Your employment will be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring the below listed documents / details on your day of joining.
7. Based on the performance will provide Overseas opportunities after 6 months of work completion.
8. During joining have to bring the PPE's (Safety Shoes & Yellow Colour safety working helmet)

- KYC - (Address & ID Proof)
- Aadhar Card along with your DOB
- Original Academic Certificates (all from 1st to Highest) - with 2 sets of photocopy.
- Six passport size photographs (Recent)
- Bank Passbook photocopy

For Experience candidates:

- Original Resignation Letter with acknowledgment - If required
- Referring letter from previous employer (Original) - If required
- Proof of compensation last drawn (3Months - Original)

Looking forward to a long and mutually beneficial career with us.

Yours truly,
For Windusare India Private Limited,


Authorized Signatory



PRINCIPAL
PERSONNEL & HUMAN RESOURCES
WINDUSARE INDIA PRIVATE LIMITED
WINDUSARE, CHENNAI - 600 022

Nov 16, 9, 21

To Mahalingam M
PSN College of Engineering & Technology

OFFER LETTER

Dear Mahalingam M,

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Executive - HR on the terms and conditions mutually agreed upon as discussed. Company Location - HR Dept

You are eligible for the Special of Rs. _____ CTC/Month with concessional benefits as per company policy. INR 6.5 Lacs

Your place of posting will be in Oragadam plant (Hesselt Nagar Seaport Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 20/11/21 at Tenneco Clean Air India Pvt. Ltd., Plot No. RNS 2, SIPCOT Industrial Park, Oragadam, Expansion Scheme, Marthandapur, Sripurambadi, Krishnaperumal Dt. - 603105, Tamil Nadu.

It is not an obligatory on part of management to offer employment once a portion of your training period of one year. However, preference will be given to you for Fixed Term Employment (FT) regular employment subject to your performance, conduct, availability to the company and vacancy.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be retained after verification. The copy of documents such as SSLC, HSc, (if available), Diploma/Degree Course completion certificate, TC, Marksheet, Provisional certificate, Residential address proof (ID proof via Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record).

This offer will expire on 26/11/21 unless signed and returned before this date. The detailed training appointment order will be provided as per the company T&C after your joining.

For assistance you may contact Mr. S. Kathiraman/ Mr. Akash - Human Resources (+91-9981579912) / (+91-7418639084)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career!

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a formal along with consolidated marksheet along with the rest of documents
Company
HR Dept
with documents

Date: 16.9.21

To
P.S.V. College of Engineering & Technology

OFFER LETTER

Dear Malavika R.

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Trainee - Leader at the terms and conditions mutually agreed upon as discussed. Employment Agreement - 19800

You are eligible for the Stipend of Rs. _____ CTC/Month with other fringe benefits as per company policy. 10000 + 10000

Your place of posting will be in Dragadam plant (Kansai Hi-Speed Supplier Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / location / Unit to another and also to Associate Companies and / or from one plant to another solely at the discretion of the Management.

You are expected to join us on or before 26.9.21 at Tenneco Clean Air India Pvt. Ltd, Plot No. RVS 3, SIPCOT Industrial Park, Dragadam Expansion Scheme, Madhav Area, Superambudra, Narsipuram TC - 602 055, Tamil Nadu.

It is not an obligation on part of management to offer employment as completion of your joining period of one year. However, preference will be given to you for fixed term employment (or) regular employment subject to your performance, conduct, contribution to the company and loyalty.

You will have to undergo medical examinations and provide fitness certificate to your joining. It will be disengaged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your documents in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, HSC (If Available), Diploma/Degree Course completion certificate, TC, Marksheet, Provisional certificate, Academic address proof, ID proof viz. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.21 unless signed and returned before this date. The detailed training appointment order will be provided as per the company TSC after your joining.

For Ambition you may contact Mr. S. Kathiraman, Mr. Akash - Human Resources (+91-9886679912) / (+91-7418639000)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisional order with knowledge from HR Dept. and then change the address in company registration. There would be no expenses.

Date: 06.07.20

To
POND College of Engineering & Technology

OFFER LETTER

Dear Mr. Aradhya Sir,

With reference to your application and subsequent discussions you had with us, we are pleased to advise that you have been selected for the position of Assistant Engineer on the terms and conditions mutually agreed upon as discussed. Company Enrolment - 191464

You are eligible for the Special of Rs. 12000 CTC/Month with other fringe benefits as per company policy upto 9.17.20

Your place of posting will be in Durgam Cheruvu plant (Bangalore) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / location / Shift to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 26.07.20 at Tenneco Clean Air India Pvt. Ltd, Plot No. 105, 1, SIPCOT Industrial Park, Chagallam Expansion, Solvex, Madhav Post, Srirangapatna, Manthranagar, Co. - 602105, Tamil Nadu.

It is not an obligation on part of management to offer employment on completion of your undergraduate of one year. However, preference will be given to you for fixed term employment (or) regular employment subject to your performance, conduct, contribution to the company and vacancy.

You will have to undergo medical examination and provide fitness certificate on your joining, it will be disengaged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, H₂O Analysis, Diploma/Degree Course completion certificate, LL, Marital Proof, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.07.20 unless signed and returned before this date. The detailed training appointment letter will be provided as per the company T&C after your joining.

For Assistance you may contact Mr. S. Rajkumar, Mr. Akash - Human Resources (+91-9008679912) / (+91-718479084)

Looking forward to your joining as a member of Tenneco family and wishing you all the best for your new career!

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After speaking to Mr. Aradhya, I have decided to join the company. The CTC would be 12000.

Date: 16.11.2023

To: PSE College of Engineering & Technology

OFFER LETTER

Dear Muthu Manikandan S

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Graduate - Quality on the terms and conditions mutually agreed upon as discussed. Company: Tenneco - 19500

You are eligible for the Stipend of Rs. 10,000 /Month with other fringe benefits as per company policy. month 2 19500

Your place of posting will be in the Gujarat plant (Rascoat Nitrox Supplier Park) and you will be required to work in any department / section and also able to be transferred from one Department / Section / Location / Unit to another and also to associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 10.12.2023 at Tenneco Clean Air India Pvt. Ltd., Plot No. BNS 2, SIPCOT Industrial Park, Cracodam Expansion Scheme, Madhav Dutt, Sreyam Institute, Kankiparam Dls - 600106, Tamil Nadu.

It is not an obligatory on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (or) regular employment subject to your performance, conduct, contribution to the company, and vacancy.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC, HSC (if available), Diploma/Degree, Course completion certificate, TC, Marksheet, Provisional certificate, Residential address proof, ID proof, Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph & now be received.

This offer will expire on 26.11.2023 unless signed and returned before this date. The detailed training appointment order will be provided on per the company T&C after your joining.
For assistance you may contact Mr. S. Kathiresan/ Mr. Manoj - Human Resources (+91-9600076912) / (+91-7428339000)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career.

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After getting a provisional salary with corrected marksheets - we can check the T&C of Company Tenneco. It should be 19500

Date: 16.9.21

To: PSE College of Engineering & Technology

OFFER LETTER

Mr. Rajendran

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Junior Engineer - 1st Grade on the terms and conditions mutually agreed upon as detailed Annexure - 1 to 5

You are eligible for the Salary of Rs. 14,000/- CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Oragadam plant (Tenneco Nitro Sulphur Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 15.10.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. 25, SIPCOT Industrial Park, Oragadam Expansion, Sobha, Madhav, Plot, SIPCOT Industrial Park, Oragadam Dt. - 602105, Tamil Nadu.

It is not an obligatory on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Fixed Term employment (FT) regular employment subject to your performance, conduct, contribution to the company and vacancy.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be deemed unfit if found medically unfit or not submitted for fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC, HSC (if Available), Diploma/Degree Course completion certificate, TC, Matriculates, Provisional certificate, Residential address proof, ID proof (via Aadhar Card, Smart Card, PAN Card, Bank Account Passbook and Passport size photograph 4 nos. for record).

This offer will expire on 15.10.21 unless signed and accepted before this date. The detailed training appointment order will be provided as per the company T&C after your joining.

For assistance you may contact Mr. S. Karthikeyan / Mr. Abhis - Human Resources (+91 9442834613) / (+91-7410639033)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career.

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a permanent class with discipline maintained, we can change the role as company require. We are looking for 100%.

Date: 16.9.21

PSN College of Engineering & Technology

OFFER LETTER

Dear Sathish Kumar C

With reference to your application and subsequent discussions had with us, we are pleased to inform that you have been selected for the position of Trainee - Design on the terms and conditions mutually agreed upon as discussed. Training Term - 0360

Pay is eligible for the Stipend of Rs. 14,000/- CTC/Month with other fringe benefits as per company policy. 14,000 - 5,000

Your place of posting will be in Oragadam plant (Rashtreeya Nagar Suburb Far) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 16.09.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. EHS & SPOBT Industrial Park, Oragadam Expansion Scheme, Madhav Puram, Oragadam, Kanchipuram Dt. - 602105, Tamil Nadu.

It is not an obligation on part of management to offer employment on completion of your training period of one year. However, assistance will be given to you for Fixed Term Employment (FT) regular employment subject to your performance, conduct, contribution to the company and society.

You will have to undergo medical examination and provide fitness certificate on your joining, it will be discharged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC (If Available), Diploma/Degree Course completion certificate, TE, Marketed, Professional certificate, Residential address proof, ID proofs etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 16.9.21 unless agreed and returned before this date. The detailed training appointment order will be provided as per the company T&C after your joining.

For Assistance you may contact Mr. S. Kalidharany / Mr. Akash - Human Resources (+91-0090293012) / (+91-7410539884)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career!

For Tenneco Clean Air India Pvt. Ltd.,

C. Kalidharany
Authorized Signatory

After getting a provisional offer, with complete marketable - can - can change the name as (Company) because The CTC would be 14000

DATE: 16.9.2011

To
PSN College of Engineering & Technology

QUALITIES

Dear Aravindhan K

With reference to your application and to respect discussion you had with us, we are pleased to inform that you have been selected for the position of Trainee - Process on the terms and conditions mutually agreed upon as discussed. Starting Training - 19/09/11

You are eligible for a stipend of Rs. 10,000 /Month with other fringe benefit as per company policy.
19/09/11

Your place of posting will be in Dragunam plant (Durgam Cheruvu, Begolar Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another and / or the discretion of the Management.

You are expected to join us on or before 20.9.11 at Tenneco Clean Air India Pvt. Ltd., Plot No. 100/107, SIFDOT Industrial Park, Dragunam, Begolar, Secunderabad, Madhya Pradesh, Hyderabad, Andhra Pradesh - 500 003, Tamil Nadu.

It is an obligatory part of assignment to offer employment on completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (FT) regular employment subject to your performance and contribution to the company and industry.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be discharged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your certificates in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, HIG (if Available), Diploma/Degree/Grade completion certificate, TC, Marital, Provisional certificate, Residential address proof, ID proof via Aarhan Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. to be carried.

This offer will expire on 20.9.11 unless signed or returned before this date. The detailed training appointment order will be provided to you by the company / IIT after your joining. For assistance you may contact Mr. A. Kishoreddy / Mr. A. Srinivas - Human Resources (+91-0090299912) / (+91-04123299004)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career!

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisional along with candidate materials, we are changing the date of (Company Training) The CTE would be 19/09

TENNECO

EMPLOYMENT SERVICES UNIT - HR OFFICE
CIN-12345678901234567890
Telephone: 011 210 1234567

Date: 16-9-20

To
PSN College of Engineering & Technology

OFFER LETTER

Dear Geeta Jothi M

With reference to your application and subsequent discussions we had with us, we are pleased to inform that you have been selected for the position of Trainee - Design on the terms and conditions mutually agreed upon as discussed. Company - Tenneco - India

You are eligible for the Stipend of Rs. 10000 CTC/Month with other fringe benefits as per company policy. Term - 1 Year

Your place of posting will be in Bangalore plant (Sara's Halls Super Market) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are requested to join us on or before 20-9-20 at Tenneco Clean Air India Pvt. Ltd. Plot No. HNS 2, SIPCOT Industrial Park, Urugaluru Expansion Scheme, Madhav Nagar, Saranahalli, Kanchipuram District - 603105, Tamil Nadu.

It is not an obligation on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Short Term Employment (or) regular employment subject to your performance, consistent conduct before us as company and various.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be damaged if found medical unfit or not submitted the fitness certificate.

You are advised to bring your certificates in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC, PUC (if Available), Diploma/Degree Course completion certificate, TC, Marksheet, Provisional certificate, Academic address proof (ID proof via Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph) etc. for record.

This Offer Expires on 26-9-20 unless agreed as mentioned before this date. The detailed training appointment order will be provided as per the company T&C after your joining.

For all queries you may contact: Mr. S. Rajinikanth / Mr. Anand - Human Resources (+91-9090676512) / (+91-7611639334)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career.

For Tenneco Clean Air India Pvt. Ltd.,

C. Raj
Authorized Signatory

After getting a positional salary with suitable medical insurance etc.
The role as (temporary trainee) to CTC would be 18500

Date: 16.9.21

To: PSN College of Engineering & Technology

OFFER LETTER

Dear Govindaraja T

With reference to your application and subsequent discussions with HR team, we are pleased to inform that you have been selected for the position of Assistant Engineer in the concerned cadre from amongst agreed applicants discussed.

You are eligible for the allowed of Rs. 1,00,000 p.m. with other fringe benefits as per company policy.

Your placement posting will be to Oragadam plant (located at Mambasa Sankar Park) and you will be required to work in any Department / Section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from assigned to another work at the discretion of the Management.

You are expected to join us as on before 22.09.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. BSS 2, SIPCOT Industrial Park, Oragadam Exports Scheme, Madhav Post, Sempayandur, Kanchipuram Dt - 632105, Tamil Nadu.

It is not an obligatory part of our agreement as an employer with on completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (in) regular employment subject to your performance, conduct, contribution to the company and loyalty.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disallowed if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same by vendors. The original will be returned after verification. The copy of documents such as SSC, Hg. (if Available), Diploma/Degree (upon completion certificate), TC, Marriage Cert, Professional Certificate, Residential address proof, ID proof viz. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 22.09.21 unless signed and returned before this date. The detailed on-boarding appointment order will be provided as per the company HR after your joining. For further enquiry you may contact Mr. S. Subramaniam / Ms. Anush - Human Resources (+91-9886378221) / (+91-9446529004).

Looking forward to your joining as a member of Tenneco family and wishing you all well for your new career.

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

after getting a proposal also with consolidated treatment we can change the rate of Company travel. It will be around Rs. 14000



TENNECO CLEAN AIR TECHNOLOGIES PRIVATE LIMITED
 15th FLOOR, 15TH CROSS, 1ST STAGE,
 DRAGAN, BANGALORE 560025
 Telephone: 91 80 28111111

DATE: 16-9-21

To
 PSN College of Engineering & Technology

OFFER LETTER

Dear Harithana Suthan C

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Trainee QA - 1st Dept on the terms and conditions mutually agreed upon as discussed. Salary: 15000/-

You are eligible for the Salary of Rs. 15000/- CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Dragan plant (Site at Mysore Supply Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 28-9-21 at Tenneco Clean Air India Pvt. Ltd., Plot No. RNS 2, RPOF Industrial Park, Dragan, Exposed Suburb, Hebbur Road, Bijayanahalli, Santhoshpur Dt. - 562025, Tamil Nadu.

It is not an obligation of our management to offer employment on completion of your training period of one year. However, preference will be given to you for fixed term employment (or) regular employment subject to your performance, conduct, contribution to the company and society.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not submit the fitness certificate.

You are advised to bring your medical records in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC, HSC, (If Available), Diploma/Degree Course completion certificate, TC, Marital Proof, Previous certificate, Residential address proof, ID proof via Aadhar Card, Family Card, PAN Card, Bank Proof of FPI and Passport size photograph 4 nos. for record.

This offer will expire on 26-9-21 unless signed and returned before this date. The detailed training appointment order will be provided as per the company T&C after your joining. For Assistant you may contact Mr. S. Kathiraman, Mr. Anish - Human Resource (+91-9886670912) / (+91-7418637004).

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career.

For Tenneco Clean Air India Pvt. Ltd.,

Authorized Signatory

After getting a provisional offer, we can consider the role as (Long term Trainee) etc would be 15000



TENNECO CLEAN AIR TECHNOLOGIES LIMITED
 11th Floor, 2nd Main Road, T. Nagar
 Telephone: 4412541241/242

DATE: 12.9.21

To
 PSN College of Engineering & Technology

OFFER LETTER

Dear J. Bharaj,

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Software Engineer on the terms and conditions mutually agreed upon as discussed. Company Designation - 192500

You are eligible for the Salary of Rs. 1,10,000 CTC/Month with above mentioned tools per company policy. 110000 - 192500

Your place of posting will be in Durgam Cheruvu plant (Pursuit: Nissan Supplier Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 26.9.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. BSS-2, SIPCOT Industrial Park, Oragadam Expansion Scheme, Madhav Post, Sriperumbatur, Marathampalli TL - 602106, Tamil Nadu.

It is not an obligation on part of management to offer employment as complete as of your training period of one year. However, preference will be given to you for Fixed Term Employment (or) regular employment subject to your performance, conduct, contribution to the company and industry.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disengaged if found medically unfit, or not submitted the fit as a certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as (BLC, 10c, if available), Diploma/Degree, Course completion certificate, TC, Marriages, Provisional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.21 unless signed and returned before this date. The detailed training experiences and/or will be provided as per the company policy after your joining.

For facilities, you may contact Mr. S. Karthikeyan / Mr. Anish - Human Resources (+91-00882703121 / (+91-7449698694).

Looking forward to your joining as a member of Tenneco family and wish you all success for your new career!

For Tenneco Clean Air India Pvt. Ltd.,


 Authorised Signatory

After signing a provisional letter with immediate resignation, we can change the role in Company Designation. The offer would be 192500.

Registered office: 10405, Neware, Hyderabad, India, 501007. Tel: 080-28000000

For callars, Sriperumbatur, Tamil Nadu, India, 602106. Tel: 044-2703121

Website: www.teneco.com

PROCESSED

PSN COLLEGE OF ENGINEERING & TECHNOLOGY
 MELAPALLEY, SRI PERUMBATHUR, TAMIL NADU
 TRIPLIKETAHUR - 602106

TENNECO

TENNECO'S CLEAN AIR UNIT OPERATIONS
FIN. & ADMIN. DEPT. 1133/11
Tel: 041 2631121/1133

Date: 16.09.21

To
PSN College of Engineering & Technology

OMNILETTER

Dear Chinmaykumar T

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Trainee - Instrumentation Engineer on the terms and conditions mutually agreed upon as discussed.

You are eligible for the Special of Rs. 1,00,000/- ETC/Month with other fringe benefits as per company policy.

Your placement posting will be to Oragadam plant (Tamil Nadu Supplier Park) and you will be required to work in the Department / section and also liable to be transferred from one Dept./ Unit / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 29.9.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. RNS 3, SIPCOT Industrial Park, Oragadam Expansion Scheme, Marthi Post, Sriperumbudur, Kanchipuram Dt - 602106, Tamil Nadu.

It is not an obligatory on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (or) regular employment subject to your performance, conduct, contribution to the company and to time.

You will have to undergo medical examinations and provide fitness certificate at your joining. It will be chargeable if found medically unfit or not suited for the fitness certificate.

You are advised to bring your testimonials (3 original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, 10+2 (with marks), Diploma/Degree Course completion certificate, TC, Marksheet, Promotional certificate, Residential address proof, ID proof, Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.21 unless signed and returned before this date. The detailed training appointment order will be provided as per the company Ltd. after your joining.

For assistance you may contact Mr. S. Sathiyamoorthy, Mr. Anish - Human Resources (+91-9888670012) / (+91-7418634034)

Looking forward to your joining as a member of Tenneco family and wishing you all the best for your new career.

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After giving a provisional offer with tentative month end, we can change the offer as company require. The offer would be 14500

Registered office: RNS3, Nandan Supper Park, SIPCOT Industrial Park, Oragadam Expansion Scheme, Marthi Post, Sriperumbudur, Kanchipuram District - 602106, Tamil Nadu.
Website: www.tenneco.com
Tenneco Clean Air India Pvt. Ltd.
Tenneco Clean Air India Pvt. Ltd.
Tenneco Clean Air India Pvt. Ltd.
Tenneco Clean Air India Pvt. Ltd.

TENNECO

TENNECO CLERK AIR INDIA PRIVATE LIMITED
CTN: 1200PINDRISPVCL001
Telephone: 01-22547188

Date: 16.7.21

To
PSN College of Engineering & Technology

OFFER LETTER

Dear Kalaiarasan G

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Trainee - Mechanical on the terms and conditions mutually agreed upon as discussed. (Candidate - 150, 150 - 17500)

You are eligible for the stipend of Rs. 17,500/- ETC/Per Month with other fringe benefits as per company policy.

Your place of posting will be at Oragadam plant (Near to Noida Super Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from a post to another solely at the discretion of the Management.

You are expected to join us as an employee on 26.9.21 at Tenneco Clark Air India Pvt. Ltd, Plot No. HNS 2, HPOOT Industrial Park, Oragadam, Expanded Scheme, Madhav Puram, Sriperumbudur, Kanchipuram Dt. - 602105, Tamil Nadu.

It is an privilege of our management to offer an employment opportunity to you after completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (FT) regular employment in line to your performance, conduct, contribution to the company and vacancy.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be disallowed if found medically unfit or not as certified by fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, HSC (if available), Diploma/Degree Course completion certificate, TC, Marriage certificate, Provisional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.21 as per signed and returned letter in this date. The detailed training appointment order will be provided as per the company HR after your joining.

For Assistance you may contact Mr. S. Kathiraman / Mr. Anish - Human Resources (+91-9889144121) / (+91-7416630084)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!

For Tenneco Clark Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisioned plan
with complete material + we can
change the role as Company Trainee
The CTC would be 19500

TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED
CIN: U25200TN2011PTC000000
Telephone: +91 2029100100

no: 16.9.21

To
PSN College of Engineering & Technology

OFFER LETTER

Dear Lakshmanan Aravindhan M

With reference to your application and subsequent interview you had with us, we are pleased to inform that you have been selected for the position of Trainee Design at the terms and conditions mutually agreed upon as discussed. Company Period - 1 Year

You are eligible for the stipend of Rs. _____ CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Chengam plant (To read: Meevaipalayam Park) and you will be required to work in any department / section and it is liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 30.09.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. 106 & SIPCOT Industrial Park, Chengam, Paludan Scheme, Madhav Puram, Sengamthorai, Sankarapuram, Dt. - KRISHI, Tamil Nadu.

It is not an obligatory part of our agreement to offer employment on completion of your training period of one year. However, preference will be given to you for Permanent Employment (or) regular employment subject to your performance, conduct, conduct as to the industry and economy.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be deemed if found medically unfit or not submitted the fitness certificate.

You are advised to bring your certificates in original and copy of the same for verification. The original will be retained after verification. The copy of documents such as SSLC, HSC, (If Available) Diploma/Degree, Courses completion certificate, TC, Marksheet, Provisional certificate, Residential address proof, ID proof via Aadhar Card, Family Card, PNB Card, Bank Pass Book and Passport size photograph 1 nos. for record.

This offer will expire on 30.09.21 unless signed and returned before this date. The detailed training appointment order will be provided to you the company's T&C after your joining.

For Assistance you may contact, Mr. S. Kothandaram / Mr. Shank - Human Resources (+91-9529079912) / (+91-7418609095)

Looking forward to your joining as a member of Tenneco. Sincerely and wishing you all success for your new career.

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After getting a provisional offer to
considered market we can do
The role as Company Trainee. The
CTC would be 19500

Date: 16-7-20

To
PSN College of Engineering & Technology

OFFER LETTER

Dear Manikandan S

With reference to your application and subsequent interview you had with us, we are pleased to inform that you have been selected for the position of Trainee ITC at the campus and your final mutually agreed upon is discussed. Company Period - 12Mth

You are eligible for the Stipend of Rs. 15000/- CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Dragadam plant (Kattankulathur Street Sector Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and you from one post to another solely at the discretion of the Management.

You are expected to join us on or before 26.08.20 at Tenneco Clean Air India Pvt. Ltd., Plot No: FMS 2, SPCOT Industrial Park, Dragadam Extension Scheme, Rajar Fort, Srirambadur, Kattankulathur Dt. - 602025, Tamil Nadu.

It is not an obligation on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (if regular employment subject to your performance, conduct, contribution to the company and vacancy).

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be deemed if found medically unfit. You are liable for the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLA, HSE (if Available), Diploma/Degree Course completion certificate, CL Marksheet, Provisional certificate, Residential address proof, ID proof (Viz. Aadhar Card, Voter's Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos for record).

This offer will expire on 26.08.20 unless agreed as per enclosed letter to this date. The finalized training appointment order will be provided as per the company T&C after your joining. For Assistance you may contact Mr. S. Kothandaram / Mr. Akash - Human Resources (+91-741-2551100) / (+91-74125529344).

Looking forward to your joining as a member of Tenneco team and wishing you all success for your new career.
For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisional offer letter, I have signed marksheet, and can share the photo as a company formal. The CTC would be 15000.

TENNECO

TENNECO GLOBAL SERVICES LIMITED
INDIA OFFICE, 401/402/403/404/405
Telephone: +91 22 42541111

Date: 16.7.21

To

PSN College of Engineering & Technology

OFFER LETTER

Mr. Mariappan M

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Design Engineer - Design on the terms and conditions mutually agreed upon as discussed. (Company) (Salary) - 17,500

You are eligible for the Stipend of Rs. _____ CTC/Month, with other fringe benefit as per company policy. (Salary) - 17,500

Your place of posting will be in Gurgaon plant (Kolar & Noida & Jaipur Plant) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one plant to another at any of the discretion of the Management.

You are expected to join us on or before 26.9.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. RNS-2, SIPCOT Industrial Park, Dragadam Expressway, Scheme, H-14/14, Post, Srinivasaiah, Kanchipuram Dt. - 682205, Tamil Nadu.

It is an obligatory on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for fixed term employment (or) regular employment subject to your performance, conduct, contribution to the company and vacancy.

You will have to undergo medical examinations and provide fit to work certificate on your joining. It will be disallowed if found medically unfit or not submitted the fit to work certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLI, Hs. (if Available), Diploma/Degree, Course completion certificate, TC, Marksheet, Provisional certificate, Ration card address proof, ID proof via Aadhar Card, Family Card, PAN Card, Bank account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.21 unless agreed and referred before this date. The detailed training appointment order will be provided as per the company T&C after your joining. For Assistance you may contact Mr. S. Natarajany / Mr. Akash - Human Resource (+91-9886076412) / (+91-7418333386)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career.

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After joining as per mentioned salary with consolidated month sheet, we can change the rate of Company to Rs. etc would be 19,500.

Respective offices: RNS2, Noida/ Jaipur/ Gurgaon, SIPCOT Industrial Park, Srinivasaiah, Kanchipuram, Tamil Nadu. (PSN College of Engineering & Technology)


PSN COLLEGE OF ENGINEERING & TECHNOLOGY
Kanchipuram, Tamil Nadu

TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED
CIVIL ENGINEERING COLLEGE
Telephone: 91 202 4221 100

DATE: 18.9.21

PSN College of Engineering & Technology

OFFER LETTER

Mr. Madhurajha K

With reference to your application and subsequent discussion you had with us, we are pleased to inform that you have been selected for the position of Senior Engineer on the terms and conditions mutually agreed upon as discussed. Working hours - 19 hrs

You are eligible for the Salary of Rs. 14,000/- CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Oregadero plant (Consult Nisosa Supplier Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to do so with or without notice and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 20.9.21 at Tenneco Clean Air India Pvt. Ltd. Plot No. BSS 2, SIPCOT Industrial Park, Oregadero, Srinagar, Mysore, Mysore Post, Srinagar, Mysore, Karnataka Dt. - 562105, Tamil Nadu.

It is not an obligation on part of management to offer employment to employees if your existing period of one year. However, preference will be given to you for Fixed Term Employment (if) regular employment subject to your performance, conduct, contribution to the company and industry.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC, HSC, (if Available), Diploma/Degree Course completion certificate, TC, Marital Status, Provident certificate, Residential address proof, ID proof viz. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 20.9.21 unless engaged as discussed before this date. The detailed joining appointment order will be provided as per the company T&C after your joining. For Assistance you may contact Mr. S. Kathiravan, Mr. Akash - Human Resources (+91-988033912) / (+91-9419824801)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After getting a market value as a considerable market value, we can change the role as Company finds the CTC would be large.

Regional Office: HNSL, Nisosa Supplier Park, SIPCOT Industrial Park, Oregadero, Srinagar, Mysore, Mysore Post, Srinagar, Mysore, Karnataka Dt. - 562105
PRINCIPAL
PSN COLLEGE OF ENGINEERING & TECHNOLOGY
SRIKANTH NAGAR, PALAKKOTTA TALUK
TIRUPUR DISTRICT - 621 122

TENNECO

ENVIRONMENTAL CHEMICALS PRIVATE LIMITED
CIN: L29508TN2011PT000176
Telephone: +91 8086200100 Fax: +91 8086200101

DATE: 16.7.2017

To

PSN College of Engineering & Technology

Mr. Parivathal S

OFFER LETTER

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Trainee - Quality on the terms and conditions mutually agreed upon as discussed. Company - Tenneco - 19.80%

Your salary is for the Speed of Ru. _____ CTC/Month with other fringe benefits as per company policy. 19.80% - 19.80%

Your place of posting will be in Oragadam plant (Rawair Nitrox Supplier Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 29.08.17 at Tenneco Clean Air India Pvt. Ltd, Plot No. RNS 2, SIPCOT Industrial Park, Oragadam Expansion Scheme, Madhav Post, Sripurambadi, Kanchipuram DL - 602105, Tamil Nadu.

It is an obligatory on part of management to offer employment on continuation of your training period of one year. However, preference will be given to you for Fixed Term Employment (or) regular employment subject to your performance, conduct, contribution to the company and country.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be cancelled if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC, HSC (if Available), Diploma, Degree Course completion certificate, TC, Madhavot Provincial certificate, Residential address proof, ID proof/Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.7.17 and is to be signed and returned before the date. The detailed training appointment order will be provided as per the company T&C after your joining. For Assistance you may contact Mr. S. Kaliraja (Mr. Akash - Human Resources (+91-8086200102) / (+91-7418620008)

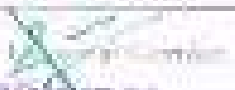
Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career!

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisional order with consolidated marksheet from the college the role of Company Trainee. The CTC would be 10700

Registered office: RNS2, Nitrox Supplier Park, SIPCOT Industrial park, Oragadam Expansion Scheme, Madhav Post, Sripurambadi, Taluk: Kanchipuram, District: Kanchi


PRINCIPAL
PSN COLLEGE OF ENGINEERING & TECHNOLOGY
VELAYUTHURAI, KANCHI DISTRICT, TAMIL NADU
741 862 0008

TENNECO

EMPLOYMENT AND TRAINING DEVELOPMENT
CIN 11200075, 2008 (11) 1000
Telephone: 0471 2540000

Date: 16.7.21

To

FSN College of Engineering & Technology

OFFER LETTER

Dear Parivulappan P

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Trainee - Assistant on the terms and conditions mutually agreed upon as discussed. Company - Tenneco

You are eligible for the Special of Rs. ETC/Month with other fringe benefits as per company policy. 12000 + 10000

You are also eligible to be in Designated plant (For such as Nissan Supplier Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one part to another solely at the discretion of the Management.

You are expected to join us on or before 22.9.21 at Tenneco Close Air India Pvt. Ltd., Plot No. RNS 2, SIPCOT Industrial Park, Chengalur Expansion Scheme, Madhavur Post, Sengamabadur, Kanchipuram Dt - 603106, Tamil Nadu.

It is an obligatory on part of management to offer employment at completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (if) regular employment subject to your performance, conduct, contribution to the company and industry.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be disregarded if found medically unfit or not submitted the fitness certificate.

You are advised to bring your documents in original and copy of the same for verification. The original will be retained after verification. The copy of documents such as MSc, BSc (if Available), Diploma/Degree Course completion certificate, TC, Marksheet, Provisional certificate, Residential address proof, ID proof viz. Aadhar Card, Ration Card, PAN Card, Bank Acc. and Pass and Passport size photograph 4 nos. for record.

This offer will expire on 24.9.21 unless signed and returned before this date. The detailed training appointment order will be provided as per the company T&C after your joining.

For Assent of you may contact Mr. S. Sathishan, Mr. Akash - Human Resources (+91-9896702912) / (+91-7418679004)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career.

For Tenneco Close Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisional offer, with immediate effect, we can change the name as Company name. To etc. would be 19/8/21

TENNECO

TENNECO CLEAN AIR SYSTEMS PRIVATE LIMITED
CIN: U20102TN2000PLU000000
Tel: 044-26194000, 044-26194001, 044-26194002

Date: 16.9.21

To:

RSN College of Engineering & Technology

DEELECTED

Dear Sathesh Kumar V

With reference to your application and subsequent interview you had with us, we are pleased to inform that you have been selected for the position of Trainee - Management (the terms and conditions mutually agreed upon as discussed) Company Freshness 1980

You are eligible for the Stipend of Rs. 15,000/- ETC/Month with other fringe benefits as per company policy Company Freshness 1980

Site placed posting will be in Oregadam plant (near to Nizam Sagar Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Site to another and also to Assessee Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 28.9.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. RNS 2, SIPCOT Industrial Park, Oregadam Expansion Phase, Madhav Park, Srinivasanagar, Kanchipuram Dt. - 631005, Tamil Nadu.

It is our an obligatory aspect of our engagement to offer employment on completion of your training period of one year. However, preference will be given to you for (Three Three Employment Int) regular employment subject to your performance, conduct, contribution to the company and vacancy.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be chargeable if found medically unfit or if you submitted the fitness certificate.

You are advised to bring your documents in original and copy of the same for verification. The original will be retained after verification. The copy of documents such as SSLC, ISC (if Available), Diploma/Degree Course completion certificate, TC, Matriculation, Provisional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.21 unless signed and returned within this date. The detailed training appointment order will be provided as per the company T&C after your joining. For Assistance you may contact Mr. S. Kathiravelu, Mr. Akhila - Human Resources [+91-9886769123] / +91-7438699004.

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career.

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisional along with tentative appointment, we can change the role as per company need. The ETC would be 19800/-.

TENNECO

TENNECO IS AN EQUAL OPPORTUNITY EMPLOYER
M/F/D/V
Employee Ref: 10000000000000000000

Date: 16.9.21

PSN College of Engineering & Technology

OFFICE USE

Dear Siva R

We welcome to your application and to thank you for the information you had written. We are pleased to inform that you have been selected for the position of Assistant Lecturer on the terms and conditions mutually agreed upon as discussed. Per Month - 19500/-

You are eligible for the stipend of Rs. 19500/- CTC/ Month with other benefits as per company policy.

Your place of posting will be in Oragadam plant (Tamil Nadu) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 22.9.21 at Tenneco Clean Air India Pvt. Ltd. Plot No. 405/2, SIPCOT Industrial Park, Oragadam, Eppurthi Scheme, Madhavaram, Srirangapatnam, Sarajipattinam Dt. - 602105, Tamil Nadu.

It is not an obligatory on part of management to offer employment on continuation of your existing period of one year. However, preference will be given to you for Fixed Term Employment (if) regular employment subject to your performance, conduct, contribution to the company and vacancy.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disregarded if found medically unfit or not submitted the fitness certificate.

You are advised to bring your documents in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC / HSC (if available), Diploma/Degree Course completion certificate, TC, Marital, Provisional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 5 nos. for record.

This letter will expire on 26.9.21 unless signed and returned before 24.09.21. The details relating appointment of invite will be provided as per the company T&C after your joining.
For any queries you may contact Mr. S. Radharaman, HR, Assist - Human Resources (+91-9000781171 / +91-7610605884)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!
For Tenneco Clean Air India Pvt. Ltd.

C. Dey
Authorized Signatory

After getting a provisional offer with consolidate prospect we can change the rate of Company round. The CTC would be 19500

TENNECO

11, SINGAPORE FREE ZONE, SINGAPORE 119955
CAN. REGD. IN INDIA
Telephone: (91) 4742 1700

date: 16-9-21

To

PSN College of Engineering & Technology

OFFER LETTER

Mr. Dennis Francis

With reference to your application and subsequent discussions, we are pleased to inform that you have been selected for the position of Trainee EIT on the terms and conditions mutually agreed upon as discussed. Company: Tenneco - India

You are eligible for the Stipend of Rs. 12000 EIT CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in: Oragadam plant (Bangalore) Masca Supplier Park and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one plant to another solely at the discretion of the Management.

You are expected to join us on or before 30-9-21 at Tenneco Clean Air India Pvt. Ltd., Plot No. H16 & SINGOT Industrial Park, Oragadam, Oragadam Sebi, Madhav Nagar, Oragadam, Narasingapuram Rd. - 602106, Tamil Nadu.

It is not an obligatory on part of management to offer employment on completion of your initial stipend period of one year. However, preference will be given to you for Fixed Term Employment (or) regular employment subject to your performance, conduct and fitness to the company and economy.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be discharged if found medically unfit or if submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSIC, PSC (if Available), Diploma/Degree Course completion certificate, TC, Matriculation, Provisional certificate, Karnataka address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph also for record.

This offer will expire on 30-9-21 unless signed and returned before this date. The detailed training appointment order will be provided as per the company TBC after your joining. For Assistance you may contact Mr. S. Kathiravan, Mr. Anand - Human Resources (+91-9846299121) / (+91-944929004)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career!

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After getting a postcard along with consolidated market rate, we can change the rate of company trainee. The rate should be 14,500

TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED
C/O. CHANDI NAGAR (TELE. 200)
Tel: 011-26012001, 26012002

16-7-21

To

PSN College of Engineering & Technology

OFFER LETTER

Dear Hari Arasath S

With reference to your application and subsequent discussion you had with us, we are pleased to inform that you have been selected for the position of Design Engineer - I on the terms and conditions mutually agreed upon as discussed. Company Name: TCS

You are eligible for the Stipend of Rs. 12000 CTC/Month with other fringe benefits as per company policy. 12000 INR

Your place of posting will be in Chengalpet plant (Nissan Supply Park) and you will be required to work in any Department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to associate Companies and / or from one part to another solely at the discretion of the Management.

You are requested to join us on or before 20.07.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. 105 & 106/07 Industrial Park, Oragadam Export Industrial Estate, Madhav Nagar, Irumbur, Kanchipuram Dt. - 602106, Tamil Nadu.

It is not an obligatory or part of management to offer any appointment on completion of your training on and of one year. However, preference will be given to you for Fixed Term Employment (FT) regular employment based on your performance, conduct, contribution to the company and vacancy.

You will have to undergo medical examination and provide fit as a certificate on your joining. It will be disengaged if found medically unfit or not submitted the fitness card form.

You are advised to bring your continuously original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, HIG, 10th Standard, Diploma/Degree Course completion certificates, IT, Marksheet, Promotional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will require Signature unless signed and returned before this date. The detailed training appointment order will be provided upon the company T&C after your joining.

For Assistance you may contact Mr. S. Karthikeyan / Mr. Rajesh - Human Resources (+91-939676912) / (+91-944689864)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After getting a provisional order with immediate mark sheet, we are doing the work of (Learning Training). The CTC would be 12000.

Registered Office: 105&106, Nissan Supply Park, ORAGADAM Industrial Estate, Chengalpet, Tamil Nadu - 602106. Phone: 044-26012001, 26012002

Chengalpet Depot: 105&106, Nissan Supply Park, Oragadam Industrial Estate, Chengalpet, Tamil Nadu - 602106. Phone: 044-26012001, 26012002

Website: www.teneco.com


PRINCIPAL

PSN COLLEGE OF ENGINEERING & TECHNOLOGY
MELAIKOTTA, CHENGALPET, DISTRICT
KANCHI, TAMIL NADU - 602106

TENNECO

TENNECO CLIA AIR INDIA PRIVATE LIMITED
CLIA-1, 25th FLOOR, SIPCOT INDUSTRIAL PARK,
CHENNAI - 600105
Telephone : 044-26221000

Date: 16.9.21

To:

PSN College of Engineering & Technology

OFFER LETTER

Dear Maheshwaran M

In acknowledgement of your application and subsequent discussions held with us, we are pleased to inform that you have been selected for the position of CTC / Trainee - 1st class, on the terms and conditions mutually agreed upon as discussed. Company Pay scale - 19500

You are eligible for the Salary of Rs. _____ CTC/Month with other fringe benefits as per company policy. 19500 x 19500

Your place of posting will be in Oragadam plant (Oragadam Special Supplier Park) and you will be required to work in any department / section and also liable to be transferred (from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another) solely at the discretion of the Management.

You are expected to join us on or before 26.9.21 at Tenneco-CLIA Air India Pvt. Ltd., Plot No. 305 2, SIPCOT Industrial Park, Oragadam Expansion Scheme, Madhavar Post, Supersupermarket, Madhavaram EE - 602105, Tamil Nadu.

It is not an obligation on part of management to offer employment on usual scale of your training period of one year. However, preference will be given to you for Fixed Term Employment (or) regular employment subject to your performance, conduct, contribution to the company and industry.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not satisfied the fitness certificate.

You are advised to bring your certificates in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSCC, PBI, (if Available), Diploma/Degree course completion certificate, TC, Marksheet, Promotional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.21 unless signed and received before this date. The detailed training appointment order will be provided as per the company T&C after your joining.

For details or your queries contact Mr. S. Kalitharan, Mr. Rajesh - Human Resources (+91-9840400011) / (+91-7410007000)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career.

For Tenneco-CLIA Air India Pvt. Ltd.


Authorized Signatory

After getting a provision with candidate marketed - we can change the role as (company Trainer) The CTC would be 19500

TENNECO

TENNECO CLASS AIRINDIA PRIVATE LIMITED
CIN: L28100TN1998PLC000000
Tel: 044-26100000

Date: 16.9.20

To:

PSN College of Engineering & Technology
OFFER LETTER

Mr. Pradhaan M

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Assistant - Support on the terms and conditions mutually agreed upon as discussed. Company Address - Tamil

You are eligible for the Stipend of Rs. _____ CTC/ Month with the full fringe benefits as per company policy. (Group A - 17, 2000)

Your place of posting will be in Gragadam plant (New Ashok Nagar Sanganer Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 28.9.20 at Tenneco Class Air India Pvt. Ltd. Plot No. R55-2, SPSLOT Industrial Park, Gragadam Expressive Scheme, Vengal Rao Post, Sanganer, Jaipur, Rajasthan (Raj.) - 302105, Tamil Nadu.

It is not an obligation on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (or) regular employment subject to your best performance and best contribution to the company at all times.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be disengaged if found medical unfit or not submitted the Fitness certificate.

You are advised to bring your test results in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, 10th (if available), Diploma/Degree Course completion certificate, TC, Marital, Professional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 16.9.20 unless signed and returned before this date. The detailed training appointment order will be provided as per the company T&C after your joining. For Assistance you may contact Mr. A. Kothirava / Mr. Anand - Human Resources (+91-9888771127) / (+91-7410026004)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!

For Tenneco Class Air India Pvt. Ltd.

Authorized Signatory

After getting a postionalah along with consultant involvement we can change the salary of Company (Tamil) The CTC would be 195000

TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED
2ND FLOOR, SUPPLIER PARK,
KALADIGUMMI, SRIRANGAPET, TAMIL NADU

Date: 18-09-21

To:

PSN College of Engineering & Technology

OFFER LETTER

Dear Sudesh V,

With reference to your application and subsequent discussion that you had with us, we are pleased to inform that you have been selected for the position of Trainee - Operations for the terms and conditions mutually agreed upon as discussed. Salary: 15000/- + PF + ESIC

You are eligible for the Salary of Rs. 15000 Monthly, with other fringe benefits as per company policy. 15000 X 12 = 180000

Your place of posting will be in Oragadam plant (Formerly known as Supplier Park) and you will be required to work in any department / location as also liable for transfered to any other Department / Section / Location / Unit to another available to meet the Company need / as from one place to another solely at the discretion of the Management.

You are expected to join us on or before 26-09-21 at Tenneco Clean Air India Pvt. Ltd, Plot No. BNS 2, SUPLOT Industrial Park, Oragadam Expansion Scheme, Nallur Post, Srirangapatn, Kaladigummi Dt. - 602105, Tamil Nadu.

It is not an obligation as part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Good Term Employment (or) regular employment subject to your performance, conduct, contribution to the company and industry.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disallowed if found medically unfit or not submitted the fitness certificate.

You are allowed to bring your test results in original and copy of the same for verification. The original will be retained after verification. The copy of documents such as SSC, HSC (if Available), Diploma/Degree Course completion certificate, TC, Marriage, Provisional certificate, Residential address proof, ID proof/Vic Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph is need for record.

Three (3) months experience 26-09-21 unless signed and returned before the date. The detailed training appointment order will be provided as per the company T&C after your joining.

For Assistance you may contact Mr. S. Kathiraman/ Mr. Anish - Human Resources (+91-9886078121 / +91-7410639068)

Looking forward to your joining as a member of Tenneco family and wishing you the best for your new career.

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After signing is provisional also with consolidated work sheet + two changes the role as a company Trainee. The CTC would be 180000.

TENNECO

TENNECO CLEAN AIR SYSTEMS (INDIA) PRIVATE LIMITED
CIN: U74300TN2007PTC000001
Tiruchirappalli - 621005

DATE: 18.07.2017

To:

PSN College of Engineering & Technology

OFFER LETTER

Dear Thiruvengal Nathan V

In reference to your application and subsequent discussions you had with us we are pleased to inform that you have been selected for the position of System Engineer on the terms and conditions as usually agreed upon as discussed. Company: Tiruchirappalli - 621005

You are eligible for the depend of Rs. CTC/Month with other fringe benefits as per company policy. Salary: 219,500/-

Your place of posting will be in Oragadam plant (Kannan Nallas Supply Park) and you will be required to work in any department / section and also liable to be transferred (inter city / department / Section / Location / Unit) to another and also be Available (Contractual and) or from one plant to another solely at the discretion of the Management.

You are expected to join us on or before 28.07.2017 at Tenneco Clean Air India Pvt. Ltd., Plot No. BNS 2, SPCOT Industrial Park, Oragadam Expansion Scheme, Madhav Puram, Sripurambudalur, Karanthapuram Dt - 601105, Tamil Nadu.

It is our obligation as part of management to offer employment on completion of your training period of one year. However, preference will be given to you for fixed term employment (if) regular employment subject to your performance, conduct, contributory to the company and vacancy.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your test results in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as MAT, PSC (if available), Diploma/Degree Course completion certificate, TC, National Professional certificate, Residential address proof, ID proof/Mc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 28.07.2017 unless signed and returned before this date. The detailed joining appointment order will be provided as per the company T&C after your joining.

For Assistance you may contact Mr. S. Sathiyamoorthy/ Mr. Akash - Human Resources (+91-4363076412) / (+91-9026609644)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career.

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

*After getting a provisional offer
with consolidated mastercard we can
change the role as (Company Trainee)
The CTC would be 19500*

Registered Office: BNS2, Nallas Supply Park, SPCOT Industrial Park, Oragadam Expansion Scheme, Madhav Puram, Sripurambudalur, Karanthapuram Dt - 601105, Tamil Nadu.
Oragadam, Sripurambudalur Taluk, Karaikal District, Karaikal.



PSN COLLEGE OF ENGINEERING & TECHNOLOGY
MELAPALAYAM, TRICHYRAPPALLI TALUK
TRICHYRAPPALLI - 621 032

TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED
CIN: U05102TN2011PT000486
Telephone: +91 715 4125912/13

Date: 15-9-21

To

PSN College of Engineering & Technology

OFFER LETTER

Dear Vallikumar A

With reference to your application and subsequent discussions with us, we are pleased to inform that you have been selected for the position of Trainee Instrumentation Engineer for terms and conditions mutually agreed upon at the time of interview. Commencing from 15/09/2021 - 12 Months

You are eligible for the benefit of Rs. _____ CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Oragadam plant (Specialty Nickel Refinery Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another as per the directions of the Management.

You are expected to join on or before 22.09.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. 195 2, SIPCOT Industrial Park, Oragadam Expansion Scheme, Micheli Road, Sripurambudur, Kanchipuram Dt. - 602105, Tamil Nadu.

It is not an obligatory aspect of management to offer employment on completion of your training period of one year. However, preference will be given to you for fixed term employment (as) regular employment subject to your performance, conduct, contribution to the company and industry.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not satisfied the fitness certificate.

You are advised to bring your marks cards in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSLC, HSC (If Available), Diploma, Degree Course completion certificate, TS, Haryana/UP Provisional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.09.21 unless signed as I accept and before this date. The offered training appointment offer will be extended as per the company T&C after your joining.

For Assistance you may contact Mr.S. Kishorevan/ Mr. Akash - Human Resources (+91-9068744172), (+91-7411339084)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career.

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a provisional offer letter with consolidated marks sheets I will be changing the role to (company Training). The CTC would be 19,000.

Registered office: 1952, Special Supplier Park, SIPCOT Industrial park, Oragadam Industrial Corridor, Oragadam, Sripurambudur Taluk, Kanchipuram District-602105, Tamil Nadu
Website: www.teneco.com



For COLLEGE OF ENGINEERING & TECHNOLOGY
604112/PSN/2021/486/AN/PSN/01/21/21
TRIPURAMBUDUR - 602105

Date: 16.9.21

To
PES College of Engineering & Technology

OFFER LETTER

Dear Varadham R

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Trainee Graduate on the terms and conditions mutually agreed upon as discussed.

Salary eligible for the Department is CTC/ month - 19,200/- (other fringe benefits as per company policy) (w.e.f. 1.10.2021)

Your place of posting will be in Durgam Cheru (Koravallu Nagar, Sector 7/8) and you will be required to work in any department / section and to be liable to be transferred from one Department / section / location / Unit to another and also to Associate Companies and / or from one post to another solely at the discretion of the Management.

You are expected to join us on or before 20.9.21 at Tenneco Clean Air India Pvt. Ltd, Plot No. 190 & 20007 Industrial Park, Gregarious Corporation Scheme, Madhav Nagar, Supermarket, Kanchipuram Dist - 632105, Tamil Nadu.

It is an obligation on part of management to offer employment to a candidate at your training period of one year. However, preference will be given to post for First Term Employment (FT) regular employment subject to your performance, conduct, contribution to the company and society.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be cancelled if found medically unfit or not submitted the fitness certificate.

You are advised to bring your last months in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as 10th, 12th (if available), Diploma/Degree, Grade completion certificate, TC, Marksheet, Provisional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph has to be record.

This offer of 1 year on 20.9.21 is subject to your signature and return of the offer letter before this date. The detailed training appointment order will be provided as per the company T&E after your joining.

For Assistance you may contact Mr. S. Rajasekar / Mr. Akhila - Human Resources (+91-8358288198) / (+91-7416270004)

Looking forward to your joining as an employee of Tenneco India and wishing you success in your new career.

For Tenneco Clean Air India Pvt. Ltd,


Authorized Signatory

After getting a provisional along with consolidated marksheet, we have changed the salary as Company's Terms. The CTC would be 19,200.

TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED
CIN: U04027MH2005PTC020500
Telephone: +91 2225 42481/2/3/4

Date: 16. 9. 2011

To:

PSN College of Engineering & Technology

ORTELURSE

Dear Vikas,

With reference to your application and subsequent discussions, and with us, we are pleased to inform that you have been selected for the position of Trainee - Lead on the terms and conditions mutually agreed upon as discussed. CTC Rs 25,000/- + 4000/- SSB - PMED

You are eligible for the Special of Rs. _____ CTC/Month, with a Dearhip pay band for your category.

Your place of posting will be in Oragadam plant (Orasat Nissan Supplier Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one plant to another plant at the discretion of the Management.

You are expected to join us on or before 20. 9. 2011 at Tenneco Clean Air India Pvt. Ltd., Plot No. 305 E, SIPCOT Industrial Park, Oragadam, Sripurambadi Taluk, Kanchi District, Tamil Nadu.

It is not an aim of company as part of management to offer employment on completion of your training period of one year. However, preference will be given to you for Fixed Term Employment (if) regular employment subject to your performance, conduct, contributions to the company and review.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be a debarred if found medically unfit or not submitted the fitness certificate.

You are advised to bring your testimonials in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC, SSC (if available), Diploma/Degree, Course completion certificate, TC, Marksheet, Provisional certificate, Residential address proof, ID proof viz. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 30. 9. 2011 unless signed and returned before this date. The detailed joining requirements order will be provided as per the company TBC after your joining. For further information contact Mr. S. Karthikeyan, HR. Akash - Chennai Services (+91-9686749121) / (+91-7119644034)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career.

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

*After getting a provisional along with
conclude the masterhead I can can through
the site on (company website) The
LTC would be 14,000*

Registered office: BME2, Nissan Supplier Park, SIPCOT Industrial park, Oragadam Industrial Corridor,
Oragadam, Sripurambadi Taluk, Kanchipuram District-63005, Tamil Nadu
Website: www.tenacoin.com

PRINCIPAL
PSN COLLEGE OF ENGINEERING & TECHNOLOGY
METHUR - DIST. KANCHI
TAMIL NADU - 621 012

TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED
CIN: U20087TN2008PT000011
Telephone: +91 208 61206194

date: 16.9.201

PSN College of Engineering & Technology

DEBILITATED

Dear Arundhan Biju

With reference to your application and subsequent discussion you had with us, we are pleased to inform that you have been selected for the position of Trainee Engineer on the terms and conditions mutually agreed upon as discussed. Contract Period - 1 Year

You are eligible for the Stipend of Re. _____ City Month with other fringe benefits per company policy. As per 4.11.2008

Your place of posting will be in Oragadam plant (Nissan Supplier Park) and you will be required to work in any department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or to any one part to another of any of the divisions of the Management

You are expected to join us on or before 26.9.201 at Tenneco Clean Air India Pvt. Ltd., Plot No. BMS 2, SIPCOT Industrial Park, Oragadam Expansion Scheme, Madhav Road, Semburambadi, Marthandapuram Tal. - 602325, Tamil Nadu.

It is not an obligatory on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for First Term Employment (or) regular employment subject to your performance, conduct, contribution to the company and values.

You will have to undergo medical examinations and provide fitness certificate on your joining. It will be disapproved if found medically unfit or not submitted the fitness certificate.

We are advised to bring your marks cards in original and copy of the same for verification. The original will be retained after verification. The copy of documents such as SSLC, UGC (or Graduate), Diploma/Degree Degree completion certificate, 10, 12, Hobbies, Previous certificates, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 26.9.201 unless signed and returned to us by this date. The detailed training appointment order will be provided as per the company policy after your joining. For Assistance you may contact Mr. S. Karthikeyan, Mr. Anand - Human Resources (+91-9963146412) / (+91-9443839064)

Looking forward to your joining as a member of Tenneco family and wishing you all success in your new career!

For Tenneco Clean Air India Pvt. Ltd.


Authorized Signatory

After getting a provisional category of certificate mentioned, however also the role as (company trainee) the fee would be 195000.

Registered office: BMS2, Nissan Supplier Park, SIPCOT Industrial park, Oragadam Industrial Corridor, Oragadam, Semburambadi Taluk, Kanchipuram District-602325, Tamil Nadu.
Website: www.teneco.com


PRINCIPAL
PSN COLLEGE OF ENGINEERING & TECHNOLOGY
BEHALF OF PSN COLLEGE OF ENGINEERING & TECHNOLOGY
TAMILNADU

Date: 16.9.21

To
PSN College of Engineering & Technology

REFERENCE

Mrs. Ananya Siva S

With reference to your application and subsequent discussions you had with us, we are pleased to inform that you have been selected for the position of Senior Analyst - IT commencing on the terms and conditions mutually agreed upon as discussed. Compensation: 100000 - 195000

You are eligible for the Stipend of Rs. _____ CTC/ Month with other fringe benefits as per company policy. 100000 - 195000

Your place of posting will be in Oragadam plant (Sriharipuram Supplier Park) and you will be required to work in any Department / section and also liable to be transferred from one Department / Section / Location / Unit to another and also to Associate Companies and / or from one post to another as per the sanctionation of the Management.

You are expected to join us on or before 10.9.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. R45 2, SIPCOT Industrial Park, Oragadam, Sriharipuram Scheme, Madhav Road, Sriharipuram, Kanchipuram, Dt. - 602003, Tamil Nadu.

It is not an obligation on part of management to offer employment on completion of your training period of one year. However, preference will be given to you for fixed term employment (or) regular employment subject to your performance, conduct, conformity to the company and industry.

You will have to undergo medical examination and provide fitness certificate on your joining. It will be disengaged if found medically unfit or not submitted the fitness certificate.

You are advised to bring your originals in original and copy of the same for verification. The original will be returned after verification. The copy of documents such as SSC/ HSC (if available), Diploma/Degree Course completion certificate, TC, Matriculation, Provisional certificate, Residential address proof, ID proof etc. Aadhar Card, Family Card, PAN Card, Bank Account, Pass and Po with the photograph & size, for record.

This offer will be valid on 16.9.21 unless agreed and covered by law this date. The detailed training appointment order will be provided as per the company T&C after your joining.

For assistance you may contact: Mr. S. Karthikeyan (HR - South - Human Resources) - 91-9866767122 / (+91-7413533864)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!

For Tenneco Clean Air India Pvt. Ltd.,


Authorized Signatory

After getting a successful along with
candidate's feedback, we can share
the job as (Company Training) The
ETC would be 100000