

# PSN College of Engineering and Technology (Autonomous)



Melathediyoor, Tirunelveli - 627 152, Tamilnadu  
Approved by AICTE and Affiliated to Anna University

Accredited by NAAC and Recognised by UGC under section 2(f) and 12(B)

An ISO 9001 : 2015 Certified Institution



Website: [www.psnacet.ac.in](http://www.psnacet.ac.in)

Phone: 04634 279009, 04634 279680.

E-Mail: [principal@psnacet.ac.in](mailto:principal@psnacet.ac.in)

## PRINCIPAL

5.2.1 Average percentage of placement of outgoing students during the year 2021-2022.

### TO WHOMSOEVER IT MAY CONCERN

This is to certify that the following number of students are get placed during the last year

**Total number of students placed: 150 ([Link](#))**

  
**PRINCIPAL**  
PSN COLLEGE OF ENGINEERING & TECHNOLOGY  
MELATHEDIYOOR, PALAYAMKOTTAI TALUK  
TIRUNELVELI DIST. - 627 152



WELCOME LETTER

15 | 09 | 2023

Dear LOGESH JAYARAJA

**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 2023  
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 10<sup>th</sup> 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. Arun  
Area Controller/HR

**PRINCIPAL**  
REGIONAL OFFICE OF ENGINEERING & TECHNOLOGY  
WINDICARE INDIA PRIVATE LIMITED, TELUK  
KUNTALETTUR - 601 022



**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 10<sup>th</sup> 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



WINDCARE  
INDIA PVT. 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)
- ✓ KYC - (Address & ID Proof)
  - ✓ Achar Card along with your DOB
  - ✓ Original Academic Certificates (all from 10<sup>th</sup> to Highest) - with 2 sets of photocopies.
  - ✓ Six (06) 30x30 Size photographs (Recent)
  - ✓ One x Facebook photocopy

**For Experience candidates:**

- ✓ Original Resignation letter with acknowledgment - If required
- ✓ Relieving letter from previous employer (Original) - If required
- ✓ 70% of compensation last drawn (3 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 PVT. LTD.  
WINDCARE INDIA PVT. LTD.  
WINDCARE INDIA PVT. LTD.



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. (Inc. Rent, 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 working clothes)
- IDP - (Address & ID Proof)
  - Achar Card along with your DCE
  - Original Academic Certificates (all from 10<sup>th</sup> 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, SALARAYANCOLE TRUNK  
THIRUVANANTHAPURAM - 695 018



**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 (8<sup>th</sup> from 10<sup>th</sup> 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

முதுகூலி துறை  
உற்பத்தி உலகம்

Er.M. Saravanan  
99943 12933

# பன்னர் கன்ஸ்ட்ரக்ஷன்

28 Es, குமாரசாமிநாதர் தெரு, திருவல்லை - 627 451.

Date 16/3/22

Dear D. Suresh:

We are pleased to offer you the fulltime position of Trainer at Punnet construction, Tiruvallur with a start date of 16-3-2022. You will be reporting directly to Mr Saravanan at Punnet construction, Tiruvallur. 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 10-4-2022


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. Mungam

Manager

Punnet Construction

  
PRINCIPAL  
PENCOLETT OF ENGINEERING & TECHNOLOGY  
VALAHELOTTU, PERAMBUR DISTRICT TAMIL  
NADU-605 002

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, PALANASOTTA, 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. Sivasubraman 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 தெருவாக் கிளாசிக் டீர்டர், திருவெய்யம்பாளையம் - 627 451.

☎ 16/3/22

Dear Mr. Marisendi

We are pleased to offer you the full-time position of Trainee at Partner construction, Tiruvallur with a start date of 16-3-2022. You will be reporting directly to Mr.Sivaneswaran at Partner 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 ₹.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



PREMISE ALL  
PARTNER CONSTRUCTION & TECHNOLOGY  
MELAYAPPOOTTAI, KALAMANGALAM TIRUVA  
SUBSIDIARY UNIT - 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 25<sup>th</sup> 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 31<sup>st</sup> January 2022.

Regards,

*Siddagya*

Siddagya Swamy  
DIRECTOR



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  
MELBANG ROAD, MELBANG, SEREMBAN  
SEREMBAN DIST. - NEG. 702

Thanga kumar.K

The Innovative Group (Division of Impact)



# Position of Software Engineer Trainee from Mitrahssoft

Inbox



HR Team 29 Apr

to me ▾



Dear Balasubramanian K,

We are pleased to inform you that you have been hired as a Software Engineer Trainee in our company. You are required to join us by May 16, 2022, Monday. You are supposed to submit any two original certificates(10th and 12th Mark sheet )

with us for a 21 month service agreement. You will be required to sign a Service Agreement of confidentiality at the time of joining.

So please collect your above mentioned certificates from your college before 13/5/2022 If you need any clarification, feel free to contact us.



Thanks & Regards,

HR Team,

8056795502

PRINCIPAL  
HEN COLLEGE OF ENGINEERING & TECHNOLOGY  
DELAIR STREET, PERAMBUR, TAMIL NADU  
TELEPHONE NO. - 0471 252

UNITEDHANDS SOFTWARE SOLUTIONS (OPC) PVT LTD

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

Annamalai (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.



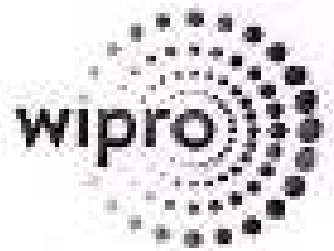
United hands software  
(OPC) PVT LTD

*P. Vasanth*  
Proprietor

DIRECTOR, UNITEDHANDS SOFTWARE SOLUTIONS(OPC) PVT LTD



10/02/2022  
100, COLLEGE STREET, TIRUCHENGODE  
KANNIYAKUMARI UNIVERSITY  
TAMILNADU  
TAMILNADU, INDIA - 637002



## 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:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. 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.
- c. The retirement age is 65 years.
- d. 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.
- e. 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.
- f. 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.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### Remuneration:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. 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.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. 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:

- a. Leave, holidays and working hours as applicable to your stream and location of posting. - EMPLOYEE'S TECHNOLOGICAL ASSOCIATION, TELANGANA BRANCH OFFICE  
TELANGANA OFFICE - 500 044

PRINCIPAL

EMPLOYEE'S TECHNOLOGICAL ASSOCIATION, TELANGANA BRANCH OFFICE  
TELANGANA OFFICE - 500 044





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 date of separation.

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 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> 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 Tailor-made 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 on your exit date for 1 year after the expiry of the notice period. However, if the Company desires you to continue with the organization during the 12-month 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 TRADE  
DEVELOPMENT BOARD

Surya T.

34A/17 Mappadalli Avenue Korai 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 Tiruchivoli. 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

PALECHENBERRY, PALAKKAD DISTRICT, KERALA

TEL: 0495-222-827 / 828

#### 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 INR 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 EMPLOYING & RECRUITING  
MELAKKALPATTUR - 626 001 TAMIL  
NADU  
Tel: 04562222222

**ANNEXURE - I**  
**(Compensation after One Year)**

**COMPENSATION DETAILS**  
**(All figures in INR per month)**

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

**ANNEXURE-II**

**(Compensation for the first Six months)**

**COMPENSATION DETAILS**  
**(All figures in INR per month)**

<b>ROLE</b>	Software Engineer	
<b>ROLE DESIGNATION</b>	Software Engineer Intern	
<b>MONTHLY COMPONENTS</b>		
<b>STIPEND PER MONTH</b>		1,500

**(Compensation for the Training period of six months)**

**COMPENSATION DETAILS**  
**(All figures in INR per month)**

<b>ROLE</b>	Software Engineer	
<b>ROLE DESIGNATION</b>	Software Engineer Trainee	
<b>MONTHLY COMPONENTS</b>		
<b>MONTHLY GROSS SALARY</b>		15,000



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 B  
Principal  
digisailor





0471 222 2222



100, 100, 100



100, 100, 100





Dear Abhinava (C.A.E)

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. Jayaraja 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. Jayaraja B  
Founder/CEO PRINCIPAL  
DigisAlor  
OFFICE OF DIGISALOR, 114, TECH WIZARD  
BELLARY ROAD, PALAKKUNTA TOWN,  
KANNIYAKUMARI - 621 102



REGISTERED TRADE MARK



www.digisAlor.com  
Tuticorin, India



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Date: 18/4/22

Karunakarthik.R  
17257, Pillayarkavu street,  
Vengaloor, 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, Ekkampal, K. T. K. Road,  
K. T. K. Road, K. T. K. Road,  
T. K. Road, K. T. K. Road.

Karunakarathilak R.,  
L937, Pithayalavil street,  
Vanganpuzha, V  
Vadakkuzhingoopuram.

Dear Karunakarathilak,

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 Thiruvethi. 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  
EMPLOYER - 031 INCL



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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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)**

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

**ANNEXURE - II**  
**(Compensation for the first Six months)**

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



**PRINCIPAL**  
**DEPARTMENT OF ENGINEERING & TECHNOLOGY**  
**SRMISTECH, SRMISTECH, SRMISTECH**  
**SRMISTECH, SRMISTECH, SRMISTECH**

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 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 - (Online & ID Proof)
- Aadhar Card along with your DOB
- Original Academic Certificates (all from 10<sup>th</sup> 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  
POWER & WATER SOLUTIONS  
WINSERVE POWER & WATER SOLUTIONS  
TRAVELERS PET - 500 002





WIPRO CARE  
Private Limited

**WELCOME LETTER**

15/9/2024

Dear Madhusri Subodhiy 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-15-2024  
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 10<sup>th</sup> 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.

*D. Chinn*  
Authorized Signatory

PROCESSED BY HR & TECHNOLOGY  
AS-THROUGHTS, PACHARAJUVAI TOLLAM  
WIPRO CARE PRIVATE LIMITED



WACO PRIVATE BHD

**WELCOME LETTER**

15 / 9 / 2021

Dear IRANEE STEFFY IN

**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 appointed as IRANEE ESTIMATOR
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 10K (RM 10,000/-) PM, (Free food, accommodation & Travel) 17,000/-
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 10<sup>th</sup> to Higher) - with 2 set of photocopy
  - Six passport size photographs (Recent)
  - Bank Passbook photocopy
9. **For Experience candidates,**
  - Original Resignation Letter with acknowledgement - 2 required
  - Relieving letter from previous employer (Original) - 17 required
  - Proof of compensation (if above 18 Months) - Original

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

Yours truly,  
Per Waco Private Bhd Private Bhd Limited.

*D. Subramanian*  
Authorized Signatory

**PRINCIPAL**  
PERSONNEL & ESTIMATION  
WACO PRIVATE BHD  
15/9/2021



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. **Frugal**
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 10<sup>th</sup> 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



**WELCOME LETTER**

15 | 9 | 2021

**Dear MR. RATION, CHANDROPTA**

**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 GRADUATE**.
- 2. Your date of commencement of Employment will be on **08 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)
  - cnc - (address & ID Proof)
  - Aadhar Card along with your DOB
  - Original Academic Certificates (all from 10<sup>th</sup> 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 let drawn (3 Months) - Original

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

Sincerely,  
For Winduafri Pvt Ltd (Private Equity Limited).

*D. Chinnay*  
Authorized Signatory



PERSONAL USE ONLY  
FOR OFFICIAL USE ONLY  
RELATIONSHIP MANAGEMENT  
TAMILNADU STATE  
TAMILNADU STATE


**WELCOME LETTER**

15/09/2021

 Dear TRIVIKRUPA . KUMAR - J
**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 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 Upliftment opportunities after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety Shoe & Yellow Color safety working helmet):
  - RTC - (Address & ID Proof)
  - Aadhar Card along with your OCB
  - Original Academic Certificates (all from 10<sup>th</sup> to Highest) - with 2 set of photocopies.
  - Six passport size photographs (Recent)
  - Dark 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 Energy Private India Limited,

  
 Authorized Signatory

  
**PRINCE A.L.**  
 HUMAN RESOURCE DEVELOPMENT  
 MANAGER, WINDCARE ENERGY  
 PRIVATE LIMITED - CHENNAI





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 10<sup>th</sup> 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 EXECUTIVE
  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 10<sup>th</sup> 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  
TELECALL EXECUTIVE TECHNOLOGY  
WINDCARE INDIA PRIVATE LIMITED  
WINDCARE INDIA PRIVATE LIMITED





**WELCOME LETTER**

15/9/21

Dear Indupriya M (EGS)

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)
- KYC - (Address & ID Proof)
  - Achar Card along with your DOB
  - Original Academic Certificates (all from 10<sup>th</sup> 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

WINDCARE INDIA PVT. LTD.  
PUNJAB  
MUMBAI  
TEL: 91-22-2441-4441



**WINDCARE**  
INDIA PVT. LTD

**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 10<sup>th</sup> 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



  
WINDCARE INDIA PVT. LTD.  
100/10, Sector 10, Gurgaon, Haryana - 122001  
INDIA  
Phone: +91 122 412 1111 | Fax: +91 122 412 1112



WINDCARE  
INDIA PVT. LTD

WINDCARE INDIA PVT. LTD. | WINDCARE INDIA PVT. LTD. | WINDCARE INDIA PVT. LTD.

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 10<sup>th</sup> or 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 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 INDIA PVT. LTD.



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 10<sup>th</sup> 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 10<sup>th</sup> 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 DEPARTMENT  
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 Sept-2024  
We 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 10<sup>th</sup> 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 TRAINING 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/- 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 10<sup>th</sup> 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  
CORPORATE DE BANGALORE & TECHNOLOGY  
WINDCARE INDIA PRIVATE LIMITED  
CORPORATE OFFICE, WINDCARE



**WELCOME LETTER**

15/09/24

Dear S. PARAMESWARI (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 TRAINING ENGINEER
2. Your date of commencement of Employment will be on 15/09/2024  
WIL send the exact date of joining details through SMS.
3. You are entitled to receive compensation of INR 10000/- PK. 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 DOB
- > Original Academic Certificates (all from 10<sup>th</sup> 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



RECEIVED BY  
PERSONNEL & TRAINING DEPARTMENT  
WINDCARE INDIA PRIVATE LIMITED  
TELEPHONE NO. - 01296-421111







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. 1000/- 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 10<sup>th</sup> 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 - 2017-18



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).

- 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

**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 call 8 weeks (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 / items 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)

- CVR (Address & ID Proof)
- Aadhar Card along with your PAN
- Original Academic Certificates till from 10<sup>th</sup> to 12<sup>th</sup> 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 Infra Private India Limited,

  
Authorized Signatory



**PRINCIPAL**  
PSA COLLEGE OF ENGINEERING & TECHNOLOGY  
MELAYANGONAL, BHARADWATHA HILLS  
TIRUVALLUR DIST - 621144



WINDCORE  
Private Limited

**WELCOME LETTER**

15/9/2021

Dear HERLIN JI

**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 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. 10000/- 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 10<sup>th</sup> 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  
WINDCORE INFRA PRIVATE LIMITED  
TOLL FREE NO. 1800 100 1000





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/- 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 LCP 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,

Authorized Signatory

**ANUJ K. PRINCIPAL**  
MANAGING DIRECTOR  
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 (10<sup>th</sup> to Highest) - with 2 sets of photocopy
- Six passport size photographs (Recent)
- Born / school/college photocopy

**For Experience candidates**

- Original Experience Letter with acknowledgment - 3 nos. and
- 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 OF WINDCARE INDIA  
RELATIONSHIP, AUTHORITY AND  
MANAGEMENT - 02/09/2023



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, Home Allow, 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 DOP
- Original Academic Certificates (all from 10<sup>th</sup> 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 10<sup>th</sup> to highest) - with 2 set of photocopy.
- 10 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 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  
ROAD, CHENNAI - 600 092  
TAMIL NADU, INDIA

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



For HR/PL/VS/AF/2

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](mailto: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 1.2.2022. 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 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: SFL, Haryana Chambers, 85, Sector 15, Gurgaon - 122001. Tel: 4344277758-4344277759-4344277760  
Corporate Office: Plot No. 2, Sector 14, Industrial Area, Gurgaon - 122002. Tel: 4344277758-4344277759  
E-mail: [nmp136106@nmp.com](mailto:nmp136106@nmp.com), [nmp136106@nmp.com](mailto:nmp136106@nmp.com), [nmp136106@nmp.com](mailto:nmp136106@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](mailto:sales.tel@jbmgroup.com)  
Tel No - 0548-277756, 275478, 276518  
Fax : 0548-277789



Tel: 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.

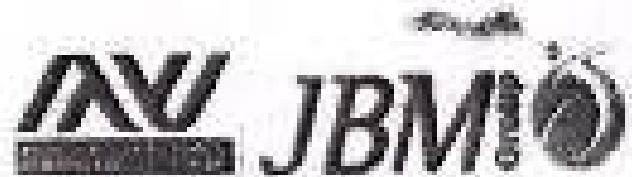
For Steel Metal Products Limited

Authorized Signatory

Steel Metal Products, Limited, Hapur, Distt. Meerut, Uttar Pradesh, India. Tel: 0548-277756, 275478, 276518 Fax: 0548-277789  
Corporate Office: Plot No: A, Sector 43, Industrial Area, Gurgaon - 122002. Tel: 0124-4674500, 4674501  
E-mail: [steel.met@jbmgroup.com](mailto:steel.met@jbmgroup.com), [sales.tel@jbmgroup.com](mailto:sales.tel@jbmgroup.com)

APPROVAL  
APPROVED  
APPROVED

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



Ref: SMP/TVS/APTR

Date: 10/2/2022

Mr. D. SAM (MAE)

Dear D. SAM

**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 invite 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 10/02/2022 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 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

  
**PRINGLE A.L.**

JOY COLLEGE OF ENGINEERING & TECHNOLOGY  
 MELAYADITHUR, PALAYANDUR VIL. THIRUP

Regd. Office: 601, Theban Chambers, 65, Theban Road, New Delhi 110 009 T-90 21 764 12 108-88 61 494 1126-437180  
 Corporate Office: Plot No 5, Sector 43, Institutional Area, Gurgaon - 122 002 T-90 124-807632, 4879511  
 T-90 124-807632, Email: [hr@steelproducts.com](mailto:hr@steelproducts.com), [www.steelproducts.com](http://www.steelproducts.com)

Real Metal Products Ltd.  
Plot No: 256 T/S Industrial Estate,  
Kallang Road - 33120  
Tel: +65 6377750, 375475, 376312  
Fax: +65 6344 27756



Ref: RMPL-TN/1473

Date: 10/2/2022

Mr. R. Raja (MAF)

Mr. R. Raja

Sub: Trainee Instructor 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 14/02/22. You will be entitled for the benefits / privilege like weekly off, leaves & festival holidays as applicable to other regular employees, ~~and~~ 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]

PRINCE AL  
PIONEER OF ENGINEERING TECHNOLOGY  
MELAYUINSURAH - MELAYUINSURAH TALKER

Head Office: 021, Sembawang Road, Sembawang, Singapore 750021 - 657 2402/2403 - 65 225 6000  
Corporate Office: Real Metal, Sector 14, Industrial Area, Complex - 120 021 T - 65 270 8000/8001 - 65 270 8000  
F - +61-134-487389, Email: [realmetal@realmetal.com](mailto:realmetal@realmetal.com), [www.rmp.com](http://www.rmp.com)

Neel Metal Products, Ltd.  
Plot No: 186 TVS Industrial Estate,  
Hattisa, Hojai - 785009  
CIN No: UG0100 DLI1997 LC086433  
E MAIL: neelmetal@jbmgroup.com  
Tel No: 8344-277766, 275476, 276318  
Fax: +91 - 8344 - 277785



Ref: NEEL/TVS/MPTR

Date: 10/02/2022

Mr. K. Murali (MAE)

Mr. K. Murali

Sub: Training / Industrial Trainee

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 / 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 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 TALENT

Legal Office: 1st, Hattisa Chambers, 83, Hattisa Road, Hojai, Assam - 785009. Tel: 8344-277766-67-68 Fax: 8344-277785  
Corporate Office: Plot No. 186, Sector 44, Industrial Area, Gurgaon - 122 002. Tel: 8344-277766-67-68  
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: 5801004, 9979160286432  
E-mail: [realmetal@jbmgroup.com](mailto:realmetal@jbmgroup.com)  
Tel No: 0844-277799, 975479, 975218  
Fax No: 0844-277785



Ref: RMR-TUS/ACTR

Date: 10/02/2022

M. M. Arunkumar (MBA)

Dear M. Arunkumar

Dear 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 10/02/2022. 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, Nehru Road, 5th Floor, 520 007, ULLAPALLE, DISTRICT OF NELLORE  
Corporate Office: Plot No 8, Sector 43, Mahalingapuram, Bangalore - 560 041. Tel: 0844-664530, 674531, 674532  
E-mail: [realmetal@jbmgroup.com](mailto:realmetal@jbmgroup.com) | [www.jbmgroup.com](http://www.jbmgroup.com)



Red Metal Products Ltd  
Plot No : 18B IVS Industrial Estate,  
Hudco, HUDA - 635003  
City No: 04344211796, 2763178, 2763185  
E Mail : [comp.its@redmetalgroup.com](mailto:comp.its@redmetalgroup.com)  
Tel No: 4344-211796, 2763178, 2763185  
Fax No: 4344-277765



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 terms mentioned.

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

S. Ravi  
Authorized Signatory

[Signature]  
PRINCIPAL

PSR COLLEGE OF ENGINEERING & TECHNOLOGY  
MULATHOOR, ANANTHAPURM

TRICHY-611 007, INDIA

Regd. Office: OIL Refinery Compound, 8B, Sakinaka, New Delhi-110029. Tel: 22 646 70048 P: 41 113047120

Corporate Office: 1102 1103, Sector 44, Production, New Gurgaon-122 001, Tel: 0120-2243000, 2243001

F: +91-11-46749700, Email: [hr@redmetalgroup.com](mailto:hr@redmetalgroup.com), [www.rmgroupltd.com](http://www.rmgroupltd.com)

## Letter of Appointment

REF NO: PECHVEDPTV152370000

 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): INR 25,000/- • Housing allowance : INR 2500 • Transport allowance : INR 1500 • Food allowance : INR 1000
Regular working hours & work days per week	• 8.5 hours a day • 4 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	6 months from the date of employment

 53/4 Kaveraj Street, Rayachoti,  
 Tumkur, India - 57764

 +91 829430440  
 +91 9043016425

[info@praniconsulting.com](mailto: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: \_\_\_\_\_  
Ref 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 Rayagiri office.

Joining time: Within 30 days of call letter.

**2. GENERAL EMPLOYMENT CONDITIONS:**

**a. EMPLOYMENT PERIOD:**

The employment 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 required as specified in the terms and condition of the Company. The Company reserves the right to alter working hours without notice as required by change in business activity. When required, the employee will be expected to work additional hours as may be necessary for the betterment 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 Kumbhari Street, Bangalore,  
Karnataka, India - 567764

9876 543210  
9876 543210

Info@pranapublishing.com



Either the Employee or the Company may terminate this agreement after probation period.

If the other Party advance notice in writing 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 (and 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 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 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 payment 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 - 834004



PHONE: +91 9394306600



EMAIL: info@pratiengineering.com

25/4 Kanunj Street, Raipur,  
Jharkhand, India - 834004

+91 9394306600  
+91 9043086610

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 as follows:-

**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 receive 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.

55/48 Kowseri Street, Bangalore,  
Karnataka, India - 560064

4971 309400460  
4971 904366418

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



PRANIPRANIPRANI  
PRACTICE OF ENGINEERING TECHNOLOGY  
RELATIONSHIP INSTITUTE OF THE TRUTH  
TRUTHFULNESS - 07 14

20/4 Kamraj Street, Royapettah,  
Chennai, India - 600014

4078 53433000  
4071 90433000

[info@pranipraniem.com](mailto:info@pranipraniem.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: U72100TN2000PTC107100).

### 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

22/4 Kowmandi Street, Chengal,  
Tamil Nadu, India - 627764

4879 5294205400  
4879 5048866416

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 2200000  
 9845 2200000  
 info@pragatiengineering.com  
Pragati Engineering Solutions  
Private Limited



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 Karamani Street, Beyoglu,  
Ternakode, India - 627744

**PRINCIPAL**  
PRAJNANANATHAN COLLEGE OF ENGINEERING AND TECHNOLOGY  
+91 894 222 6600  
+91 94455 20015  
www.prajnananathanengineering.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

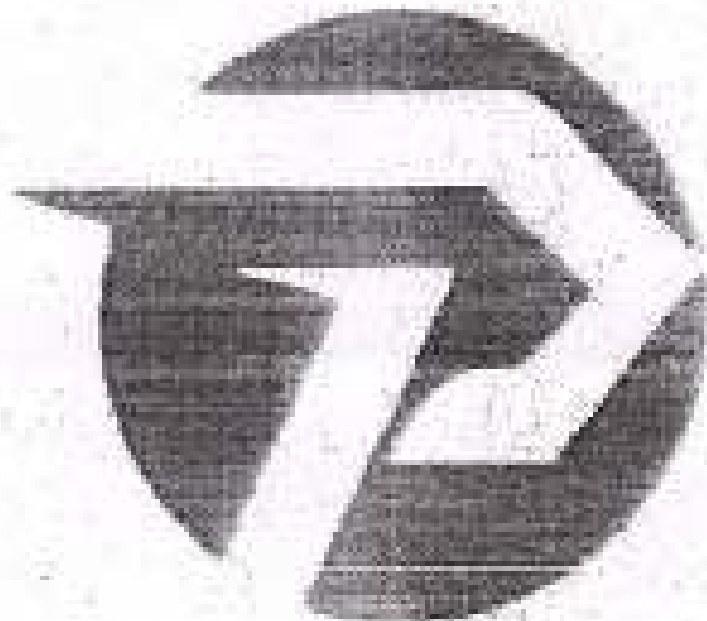
Employee

70301

PRANI ENGINEERING CONSULTANTS  
PRIVATE LIMITED

Signature *M. S. ...*

Signature *Pranav Kumar*  
Date 18/8/22



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



22/4 Kirti Road, Bangalore,  
Tamil Nadu, India - 577764



+91 8244306600  
+91 8043886688



[info@pranienr.com](mailto:info@pranienr.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: U73900TN3032PTC13786)**

### 1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
Monthly salary	Gross 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 of offer.

## 2. GENERAL EMPLOYMENT CONDITIONS:

### a. EMPLOYMENT PERIOD:

The employment period shall be on an 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 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 discharged.

### d. TERMINATION OF SERVICES:

25/4 Konara Street, Rayagiri,  
Tirumala, Andhra Pradesh - 527764



PRINCIPAL

+91 8242324443

+91 8242324443

www.principalgroup.com

PRINCIPAL GROUP



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 compensation is not applicable.

**c. ANNUAL LEAVE:**

The Employee shall be entitled to a paid annual leave (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 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 9742046600  
 [info@pranengineering.com](mailto: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 eligible for gratuity.



**d. 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 12 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.

**e. 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.

**f. 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.

**g. 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 Kamond 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 Ali*

Date: 18/3/22



PRANI AL

PRN COLLEGE OF ENGINEERING & TECHNOLOGY

WILSON COLONY, PULIYANDI, CHENNAI

TAMIL NADU INDIA - 600 066

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

+971 829420600

+91 90-08066315

[info@pranienr.com](mailto: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: • Gross Salary : INR 25000 • House rent 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 <b>PRANI</b> • 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](mailto: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, 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" section of the Company's HR Policy, revise working hours without notice as required by change in the Company Policy. When necessary, the employee will be expected to work on a flexible basis 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:**

23/4 Kaveri Street, Rayagiri,  
Bengaluru, India - 562144



**PRAGATI**  
PROFESSIONAL RECRUITMENT AGENCY  
SCHOOL OF PROFESSIONAL & TECHNICAL SKILLS  
+91 9282224499 | Email: [info@pragatirecruiting.com](mailto:info@pragatirecruiting.com)  
+91 9688866616 | Website: [www.ppran.org](http://www.ppran.org)

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.

### 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. 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 HUMAN RESOURCES  
+852 20420048  
+852 20420045  
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.

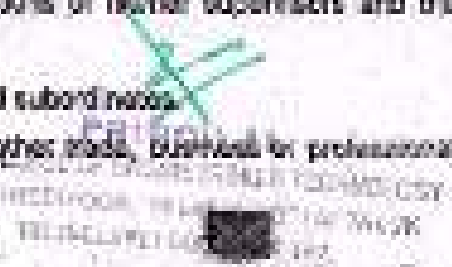
**4. EMPLOYEE'S OBLIGATIONS:**

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  
981 940000410

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

Employee

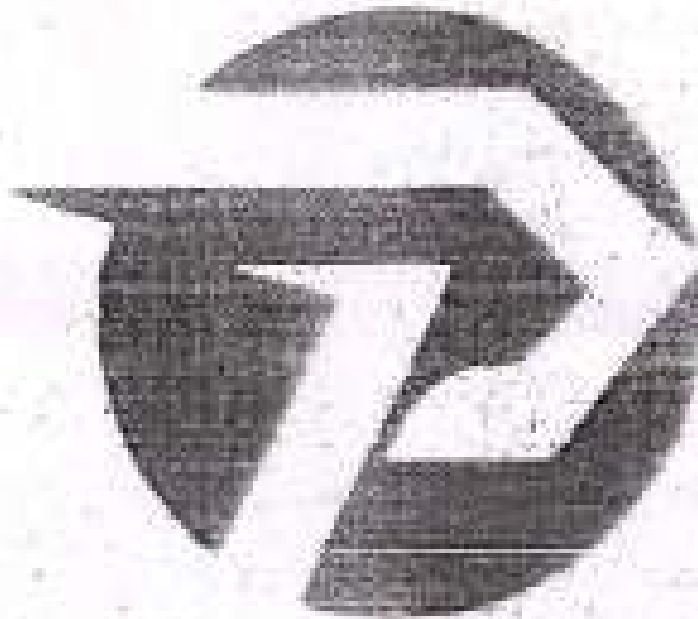
PRANI

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, RAIPUR,

TELANGANA - 507 102

22/4 Kannan Street, Raipur,  
Telangana, India - 507704

+91 828439660  
+91 904366655

[info@praniengineering.com](mailto: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: UT2800TK2021PTC11792

**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 Rec:

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 Bangalore 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 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 discharged.

**d. TERMINATION OF SERVICES:**

22/4 Kanara Street, Bangalore,  
Karnataka, India - 567064

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BANGALORE  
www.principalengineering.com

9771 505430000  
971 9043014015



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 Kankaraj Street, Rajgadh,  
Tombhakh, India - 407764

+91 824230440  
+91 9043816685

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 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, 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 Karamanj Street, Nugegoda,  
Kandy, Sri Lanka - 227704

**PRINCIPAL**  
+971 825420540 **PRINCIPAL ENGINEERING**  
+971 982226612 **01 461 4611** **info@principaleng.com**  
DUBLIN, IRELAND • 2017-2018

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

PRAVI ENGINEERING CONSULTANTS  
PRIVATE LIMITED

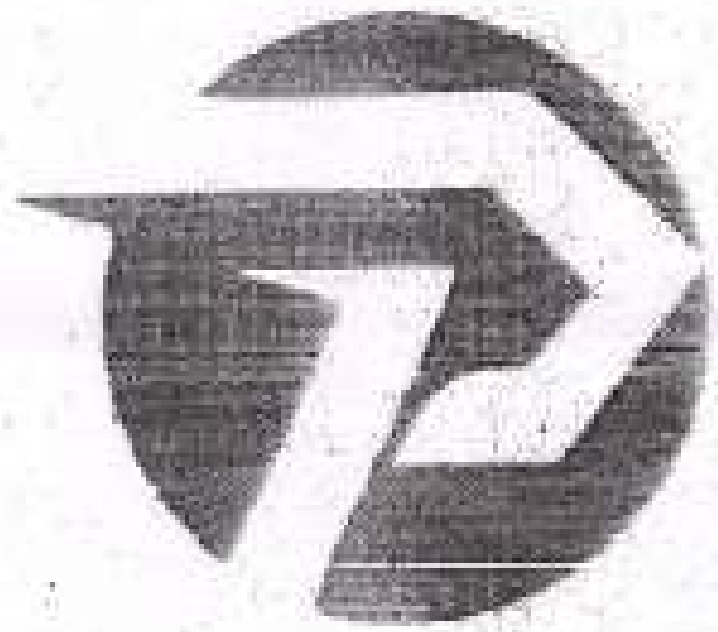
Signature: *M. Suresh*

Date: 18/3/22

Emp No:  
Employee

Signature: *A. Suresh*

Date: 18/3/22



PRINCIPAL

PGI COLLEGE OF PDS RESEARCH & TECHNOLOGY

M. C. ROAD, RAJAWADI, TAMIL NADU  
INDIA

+91 924430640  
+91 904306619

<http://www.praviengineering.com>

  
28/4, Saranjan Street, Bangalore,  
Tamil Nadu, India - 577764

### 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), U72100TH8021PTC1376691000033.

#### A. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti Grade 2 (as below)
Monthly salary	<ul style="list-style-type: none"> <li>• House rent allowance : INR 2000</li> <li>• Transport allowance : INR 1500</li> <li>• Food allowance : INR 1000</li> </ul>
Regular working hours & work days per week	<ul style="list-style-type: none"> <li>• 8.5 hours a day</li> <li>• 5 or 6 days a week</li> <li>• Timing: 8:30 a.m. to 5:30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)</li> </ul>
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 - 527764

PRINCIPAL  
 +91 929920040  
 +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 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, SINGAPORE - 627704

  
 PRINCIPAL  
 ENGINEERING & TECHNOLOGY  
 4771 22642000  
 4771 22642001  
 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:

**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 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.

**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 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.

**g. MATERNITY LEAVE:**

The Employee (She) shall be entitled to a maximum of 12 months paid leave, 9 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 or gratuity. However, the Company may provide yearly Bonus based on the company's yearly financial log, future business strategy, investments.

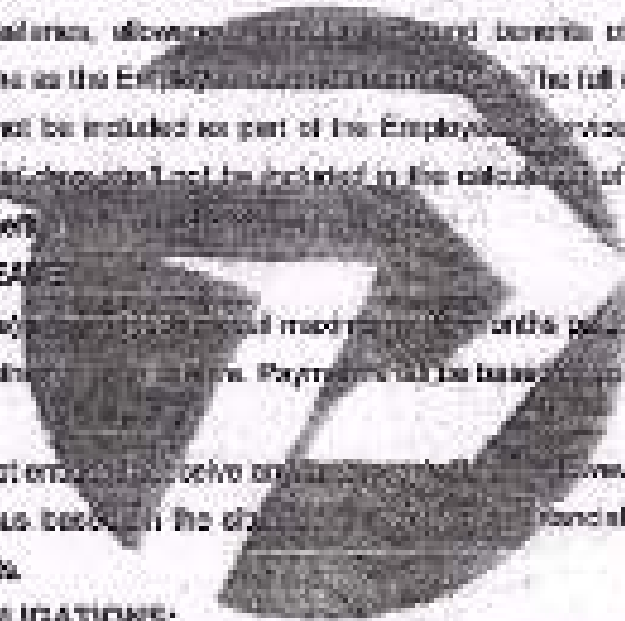
**4. EMPLOYEE'S OBLIGATIONS:**

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

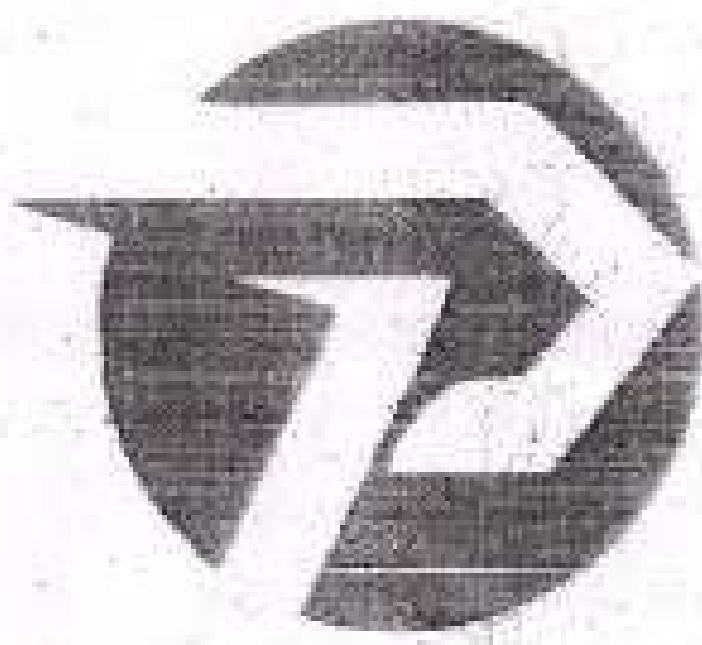
Emp No:

Employee



Signature *[Handwritten Signature]*

Date: 18/3/22



PRANI AL

PROGRESS THROUGH INTELLIGENT TECHNOLOGY

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Tamil Nadu, India - 560006

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+91 9008660015

[info@praniconsulting.com](mailto: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	Royal
Monthly salary	Gross: INR 25000 (as below) • Basic salary: 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 this offer. The Company reserves the right to alter, revise working hours without notice as required to change the 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 or discharged.

**d. TERMINATION OF SERVICES:**

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


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 +91 90-2384-6015  
 www.principalengineering.com  
 Email: info@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 the 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 Karamaj Street, Karamaj,  
Kandahar, Kabul - 107704

 +971 829490669  
 +91 9049946625

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OFFICE OF SECRETARY GENERAL

[info@prantanghazaring.com](mailto:info@prantanghazaring.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 Benefits, 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.

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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'S AL

THE COLLEGE OF ENGINEERING & TECHNOLOGY

WALATHUR, WALATHUR TALUK

THANJAVUR DISTRICT - 606 004

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Tamilnadu, India - 600 044

+91 9042004400  
+91 9042004405

[info@praniconsulting.com](mailto:info@praniconsulting.com)

Date: 11/24/20  
 By: \_\_\_\_\_

### Letter of Appointment

REF NO: PEO/HR/EOA/1200/03000

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 (CP)** UY2959TN2520/P201370031/RAYAGUR.

**1. Key Terms and Conditions:**

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayagiri
Monthly salary	Gross: INR 70000 (As per the below) <ul style="list-style-type: none"> <li>• Basic: INR 6200</li> <li>• House rent allowance: INR 2000</li> <li>• Transport allowance: INR 1500</li> <li>• Food allowance: INR 1000</li> </ul>
Regular working hours & work days per week	<ul style="list-style-type: none"> <li>• 8.5 hours a day <b>PRANI P.L.</b></li> <li>• 5 of 6 days a week</li> <li>• Timing: 8:30 am to 5:30 pm. (Lunch Break - 12:45 pm to 1:15 pm.)</li> </ul>
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- 994200460  
 +91- 9322462515

info@praniconsulting.com



Time received (TOD)

Date

2024

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 900-604-0910 or email us 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:

3314 Ramana Street, Rayagiri,  
Tandur, Andhra Pradesh - 527708

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+91 9043286615



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Web: [www.ziranengineering.com](http://www.ziranengineering.com)



2014-15-2015-16  
 The Employee shall be bound to comply with the Company's policies, procedures, and guidelines. The Employee shall be bound to comply with the Company's policies, procedures, and guidelines. The Employee shall be bound to comply with the Company's policies, procedures, and guidelines.

Not less, advance notice of 30 days. The terminating party is bound to compensate the other party with the equivalent of 30 days of the Notice Period or pro rata balance. 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 unbecoming, derogatory 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:**

  
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 Jamshedpur, India - 827764

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 49771 9043926615  
 www.pranienr.com



**3. SICK LEAVE:**

The Employee is entitled to take the maximum of 15 days of <sup>paid</sup> leave per year. In the case of <sup>paid</sup> leave the Employee is asked to submit the following: (a) to <sup>submit</sup> 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. (b) leave shall not be granted 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.

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Tombhaco, India - 427744

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+91 9943286615

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



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+91 80382665



info@pranengineering.com

## Letter of Appointment

REF NO: PEGHPUEOP/122000002

Dear **G. Manikashwan (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: U72900TN2025PTG13785)


### 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,  
 Kandinola, India - 627764

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 <b>PRAN</b> PAKISTAN RAYGIRD ASSOCIATION	Notice period for Termination	30 days
	Written 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: \_\_\_\_\_  
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 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 Raygird office.

Joining time: Within 30 days of offer issuance.

**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. In case of any change in working hours without notice as required by the Company, the Employee shall comply with the 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 Khasmaji Street, Raygird,  
 Torrington, India - 627764


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 4971 529-4304-00  
 4971 529-4304-15  
 info@pranhrtraining.com

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 hours 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:

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

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+91 9043636615

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PONDICHERRY, PONDICHERRY, INDIA

info@profechduniversity.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.

**g. MATERNITY LEAVE:**

The Employee (She) shall be entitled to maternity leave of 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,  
Tamil Nadu, India - 627704

4071 6040050  
4071 6040050

PRANI PVT. LTD.  
OFFICE OF ENGINEERING & TECHNICAL  
info@pranipvt.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

CHITTOOR DIST. - 517102

22/4 Komara Street, Bangalore,  
Karnataka, India - 627764

+91 829406440

+91 9043886618

info@pranieng.com

Neel Metal Products Ltd.  
Plot No. 186 TNS Industrial Estate,  
Hudco, Kolar - 535 009  
Dist. No. 590 000/1897M 006-021  
E-MAIL: [recruitment@neelgroup.com](mailto:recruitment@neelgroup.com)  
tel: no. 888-277755, 275475, 278359  
tel: 80 - 4344 - 27755



Ref: HM/PLT/20/2078

no: 10/2/2022

Mr. V. Suresh (Candidate)

20/02/2022

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 1.05.22 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 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  
VELAMALLEYHOLE, PALANAKOTTA TALUK  
TIRUPATI DISTRICT - 521 102

Head Office: 802, Madhav Chatterjee, 25, Nehru Place, New Delhi 110 018 T: 88622 20417/20405 F: 88622 84777  
Corporate Office: Plot No.5, Sector 34, Institutional Area, Gurgaon - 122 002 T: 496 124 981/982, 98124 9834  
T: 496 124 980/981 Email: [recruitment@neelgroup.com](mailto:recruitment@neelgroup.com) [www.neelgroup.com](http://www.neelgroup.com)

Real Metal Products Ltd  
Plot No : 156/175 Industrial Estate,  
Hirichal, Haveri - 595109  
CIN No: U60100KL1997PLC006452  
E-MAIL : [hr@realmetalproducts.com](mailto:hr@realmetalproducts.com)  
Ph No: 8224-277756, 275476, 275218  
Fax : 822-4344-17799



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 1-02-2024. 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 ENGINEERING TECHNOLOGY  
MILKAPUR ROAD, HIRICHAL, HAVERI

Regd. Office: 001, Haveri Road, Haveri, Dist. Haveri, Karnataka-595109. Ph No: 8224-277756, 275476, 275218

Corporate Office: Plot No: 5, Haveri Rd, Industrial Area, Haveri - 595109. T-82-124-881004, 401400

T-120-224-247000, Email: [recruitment@realmetal.com](mailto:recruitment@realmetal.com), [www.realmetal.com](http://www.realmetal.com)



Steel Metal Products Ltd.  
Plot No : 153 TNS Industrial Estate,  
Hartha, Hapur - 201128  
CIN No: U50122DL2007PLC089437  
E MAIL : hr@steelproducts.com  
Tel No: 01261-277796, 277978, 279318  
Fax : 01261-4344-277995



Ref: SMP/HR/2022/

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 & TECHNOLOGY  
RELATIVE TO THE RELATIONSHIP OF

TRAINING AND LEARNING

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

Corporate Office: Plot No. 153, Industrial Area, Gurgaon - 124001. Tel: 0126-4344-277995

E-mail: hr@steelproducts.com

Neel Metal Products Ltd.  
Plot No. 146 TNS Industrial Estate,  
Mandla, Haver - 635109  
CIN No. U63000GJ1967PLC000410  
E-MAIL : [hr@neel.com](mailto:hr@neel.com), [emp@neel.com](mailto:emp@neel.com)  
Tel No: 9366-277755, 279478, 275215  
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



PROCESSED BY CHARTERED ACCOUNTANTS  
MELAKH CHANDRA P. JAYARAMAN, ICAI

Head Office: 101, Jambhona Chowk, 1st, Pochampalli, Sec-24, Hyderabad - 500011 (INDIA) Tel: 91-21-26427111 Fax: 91-21-21542710  
Car Show Office: Plot No. 2, Sector 44, International Area, Gurgaon - 122002, Tel: 91-12-4254525, 4271100  
E-mail: [hr@neel.com](mailto:hr@neel.com), [emp@neel.com](mailto:emp@neel.com), [www.neelgroup.com](http://www.neelgroup.com)

Steel Metal Products Ltd  
Plot No : 25B IVS Indamla Estate,  
Hartley, Midrand - 615100  
CIN No: U60100DL2007PL0000400  
E Mail: [recruitment@mggroup.co.za](mailto:recruitment@mggroup.co.za)  
Tel No: +2744-277766, 275476, 276518  
Fax: +27-44-277765



Ref: SMP/15/0478

DATE 10/2/2022

Mr. Rishi Ganesh (MECH)

15/02/2022

Mr. Rishi Ganesh

5A, TILKIA Industrial Estate

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 10/02/2022. 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 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&D GROUP OF ENGINEERING & TECHNOLOGY  
REG. OFFICE: 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

Head Office: 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

Steel Metal Products, Ltd.  
Plot No: 184 TNS Industrial Estate,  
Martha, Hosur - 532209  
CIN No: U00100DL1997PLC096412  
E-MAIL: [hr@jbmgroup.com](mailto: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

Mr. Sharon David Raja

Sub: Training Intention 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 if you 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 15/02/22. 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 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

  
PENCEL, TNS INDUSTRIAL ESTATE & TECHNOLOGY  
HUB, MARATHA, HOOSUR, KARNATAKA

Real Metal Products Ltd.  
Plot No. 1&2 TWS Industrial Estate,  
Haridra, Huzar - 635105  
PHONE: 0801000419979/0380433  
E MAIL: real.met@jbmgroup.com  
tel no: 0865-277756, 276478, 276518  
ex: +91 - 4344 - 277785



Ref: RMP-TWS/PTB

Date: 10/8/2022

to: Vijaya Kumar (MECH)

cc: 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, rotations, 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 waste 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 Engineers' is enclosed herewith, which you are expected to follow in letter and spirit.

For Real Metal Products Limited

  
Authorized Signatory

  
PRINCIPAL  
PERSONNEL & HUMAN RESOURCES DEPARTMENT  
RMP, Huzar

Steel Metal Products, Ltd.  
Plot No. 15B, Vayalambal Estate,  
Marina, Kozhikode - 685 105  
CIN No: U60100KL2007PL0096433  
E-Mail: - [hrmp@steelproducts.com](mailto:hrmp@steelproducts.com)  
G No: 1266-377798, 775473, 370319  
No: 401 - 4344 - 37790



Ref: HRM-1756478

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, 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 Apprentice 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  
VELAYUTHUR, PULAYANGOTTAI TALUK  
THIRUVARUR DIST - 627 152

Head Office: 502, Promised Gardens, 80, Velupillai, New Delhi-110017. Ph: 11 2640204-06 / 11 26441750  
Corporate Office: Plot 5, Sector 44, Indraprastha Area, Gurgaon - 122 002. Ph: 011 231 4671/2/3, 4671700  
F: 011 2314671/2/3, Email: [hrmp@steelproducts.com](mailto:hrmp@steelproducts.com) [www.steelproducts.com](http://www.steelproducts.com)

Neel Metal Products Ltd.  
Plot No : 136/137 Industrial Estate,  
Main Rd, Hattar - 615 002  
CIN No: U60100DL1997PL004440  
EMAIL: [recruitment@ngroup.com](mailto: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 1.02.22. 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 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 & TECHNOLOGICAL TRAINING  
NEEL METAL PRODUCTS LTD.  
HATTAR, DISTRICT TAMIL NADU

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: 491 2244500, 491200  
E: [recruitment@ngroup.com](mailto:recruitment@ngroup.com) [hr@ngroup.com](mailto:hr@ngroup.com) [www.ngroup.com](http://www.ngroup.com)

Steel Metal Products, Ltd.  
Plot No : 2&G TYS Industrial Estate,  
Hiritha, Hoover - 595109  
CIN No: U09106IN1997PL0000432  
E MAIL: [hrsp@steelmetalproducts.com](mailto:hrsp@steelmetalproducts.com)  
e/fax: +91-834-277755, 275476, 275315  
tel: +91 - 8344 - 277335



HR/AMPL/REG/AMR

Date: 10/2/22

M. Naga Selvam (M.E.CE)

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 / 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 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



PERSONAL

FOR THE USE OF THE CUSTOMER'S ACCOUNT ONLY

MAILING ADDRESS: HR/AMPL/REG/AMR

HOVER - 595109

Head Office - 201, Karnataka Chambers, 50, Heera Plaza, Park Street, MUMBAI - 400 011. TEL: 022 2642 6946 F: 022 2646 6700

Regional Office: Plot No. 5, Sector - 14, Industrial Area, Gurgaon - 122 002. T: 011 261 86000, 261 8600

F: 011 261 24 4600, E: [hrsp@steelmetalproducts.com](mailto:hrsp@steelmetalproducts.com) [www.steelmetal.com](http://www.steelmetal.com)



## Letter of Appointment

REF NO: PECOHR/SDPH/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: U72900TN2002PTC13735).

### 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

07/11

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 Rayagdi 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 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:

23/14 Karmang Street, Rayagdi,  
Tumkur, India - 577754

+91 9343004000  
+91 9043004075



PRAN  
PRAN

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 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 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

23/4 Ramsey Street, Rayong,  
Tamboon, Nakhon - 827764

+971 33940668  
+91 9040886615

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

Relator:

Employee

Signature *[Signature]*

Date: 18/3/22



PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED  
PUNJAB CHAMBER OF COMMERCE & INDUSTRY  
REG. OFFICE: 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

23/4 Bannerghatta Road, Bangalore,  
Karnataka, India - 560075

0091 94420660  
0091 9442066018

[info@praniengineering.com](mailto:info@praniengineering.com)

## Letter of Appointment

REF NO: PEGHR/EDPH1223/00002

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. U72903TN2320FTC13786).

### 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 discharged.

### d. TERMINATION OF SERVICES:

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



PRAN A L  
COLLEGE OF ENGINEERING & TECHNOLOGY  
SRIRANGAPET, TAMILNADU, INDIA

+91 939430440  
+91 934305515

Website: [www.pranengineering.com](http://www.pranengineering.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 payment 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, Rajapet,  
Tamil Nadu, India - 627764



+91 9349306600  
+91 9049984618



PRAN  
PRACTICE OF RISK MANAGEMENT  
CORPORATE TRAINING & CONSULTING  
INDIA



info@pranhrm.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 ~~12~~ <sup>15</sup> calendar year. In the event that the Employee is absent from work, due to sickness, for ~~more~~ <sup>more</sup> than two continuous working days, he/she shall be required to produce a certificate signed by ~~an~~ <sup>a</sup> 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~~ <sup>entire</sup> 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 fully 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 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 Karamveer 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. ...*

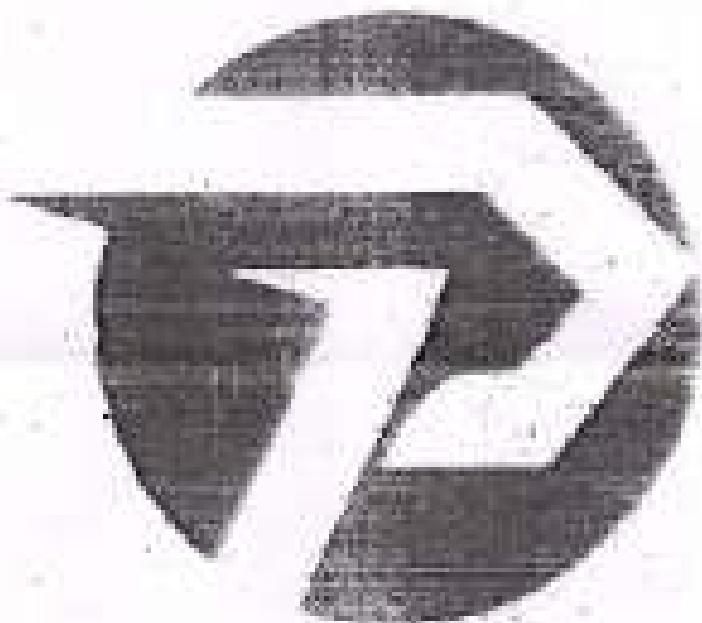
Date 18/3/22

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](mailto: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 CONSULTANTS PRIVATE LIMITED (CN: U72900TN3290PTC13759)

### 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"> <li>• Transport allowance : INR 1500</li> <li>• Food allowance : INR 1000</li> </ul>
Regular working hours & work days per week	<ul style="list-style-type: none"> <li>• 8.5 hours a day</li> <li>• 5 or 6 days a week</li> <li>• Timing: 8:30 a.m. to 5:30 p.m. (Lunch break - 12.45 p.m. to 1.15 p.m.)</li> </ul>
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

 <b>PRANI</b> 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 - 560078

+91 824228440  
 +91 9643286015

info@pranibangalore.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 - 600014

+91 924206610  
+91 904206615

PRINCIPAL

PSV COLLEGE OF ENGINEERING & TECHNOLOGY  
RELIGIOUS ENGINEERING COLLEGE  
THIRUVALETTUR - 601 301  
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 KANNAN STREET, ROYAPET,  
CHENNAI - 600024

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

+91 929430660  
+91 9040226615

[info@praniconsulting.com](mailto:info@praniconsulting.com)

### Letter of Appointment

REF NO: PRC/HR/EO/123040002

 Dear Jonas Banyay (M.E.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	Rayachoti
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

90 days

To be decided (75%)

Date:

Not Filled

**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 term of unlimited duration and shall continue indefinitely, whether 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, unless working hours without notice as required by changing 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 dismissed.

**d. TERMINATION OF SERVICES:**

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



PRAGATI PROFESSIONAL

COLLEGE OF ENGINEERING & TECHNOLOGY

+971 829420640

+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 does the 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's business. The Company business hours. 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 SERVICES & 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 unless however the Company may provide yearly Bonus based on the situation of the company's financial, eg. 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.

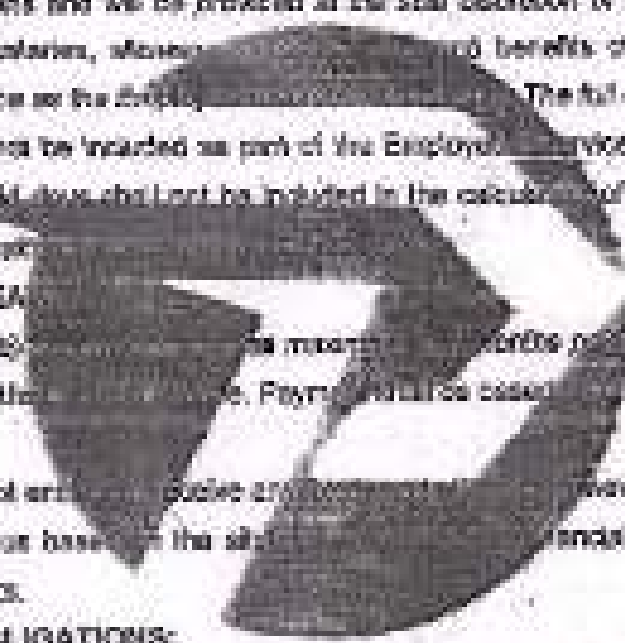
22/4 Ramana Street, Bangalore,  
Tamilnadu, India - 560024

4971 50470660  
4971 904388615

info@pranengineering.com



**PRAN**  
Engineering



ESSENTIAL  
FOR ALL  
TECHNICAL  
PERSONNEL  
IN THE  
INDUSTRY

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 COLLEGE OF ENGINEERING & TECHNOLOGY  
VALAYAPALLE, ANANTAPUR DISTRICT  
ANDHRA PRADESH - 522 202



20/4 Ramaling Street, Rayachoti,  
Tiruvallur, India - 627764



+91 9043206600  
+91 9043206619

[info@praniengineering.com](mailto: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 : INR 25000 • Dearness 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 a 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,  
Chittoor, India - 527104

**PRODIGE ENGINEERING TECHNOLOGY**  
 4971 82420000  
 4971 82420000  
[www.prodigeengineering.com](http://www.prodigeengineering.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 shall 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 section does not apply to:

**c. ANNUAL LEAVE:**

The Employee shall be entitled to a paid annual leave (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 Sankaraj Street, Rajagiri,  
Banyalade, India - 627764

 +91 904800660  
 +91 9048006618  
 info@pranbangalore.com







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



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  
10/03/22  
10/03/22  
10/03/22



PRINCIPAL

PRINCIPAL  
PRINCIPAL  
PRINCIPAL

23/14 Kinnerd Street, Bangalore,  
Tamil Nadu, India - 567764

+91 9846000000  
+91 9846000000

info@pranivengineering.com

Date: 18/3/22

Ref No:

(03)

## 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) U71900TN0026PTC11790.

### 1. Key Terms and Conditions

Designation	Junior Mechanical Engineer
Grade	2
Location of employment	Rayachoti
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



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 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:

25/14 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 shows the unacceptable/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 "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** PVT. LTD.  
FOR COLLECTING BANK DEBITORS TO / Manage  
DEBITORS, PAYMENTS TO / Manage  
PAYMENTS TO / Manage

[info@pranien지니어링.com](mailto:info@pranien지니어링.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

+91 8042066000  
+91 8042066013

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 EMPLOYEE'S SIGNATURE  
PLEASE VISIT: [www.praniengineering.com](http://www.praniengineering.com)  
PHONE NO: 0471-2594306/2594307

23/4 Kanakaj Street, Bangalore,  
Tamil Nadu, India - 560044

+91 9294306600  
+91 9049846615

[info@praniengineering.com](mailto:info@praniengineering.com)

### Letter of Appointment

REF NO: PRC/HR/EMP/1203/0002

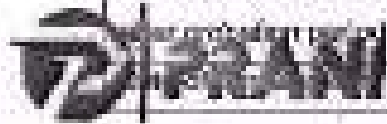
DATE: 18/3/22

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: U72500TN2003PTC13789).

#### 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 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 conditions' of the Company's Employment Policy, unless 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 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:

25/46 Ramonji Street, Bangalore,  
Tamilnada, India - 527734

+91 8294206400  
+91 9040886018

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 compensation 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:**

23/4 Kamranj Street, Daryaganj,  
Tombakuda, India - 607764

+91 9294306660  
+91 9040886419

**PRINCE AL**

PSM COLLEGE OF ENGINEERING & TECHNOLOGY  
P.O. ALAYAPUR, TOLL ROAD, PILLAIYAR  
THANJAVUR DISTRICT - 612 002

[info@pranitechnology.com](mailto: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 with the Company. 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 CIVIL ENGINEERING & TECHNOLOGY  
POST GRADUATE INSTITUTE OF TECHNOLOGY  
TECHNOLOGICAL CAMPUS

11/4 Akshaya Street, Bangalore,  
Karnataka, India - 567764.

+91 88420960  
+91 9842096015

info@praniengineering.com

### Letter of Appointment

REF NO: PEGHR/BOPI/2021/0002

 Dear **Terin Johny (M.ECH)**  
 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 am to 5:00 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



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 issuance.

**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 complete 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 9240006688  
 +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 the Employee and the "Termination and Conditions" section of the Agreement 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 "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 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 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:

~~PROHIBIT AL~~  
REKONSTRUKSI ENJINERINIA TERBUKUK  
SEKUTERAPAK PALWANG  
KUALA LUMPUR

25/4 Komang Street, Kajang,  
Selangor, Kuala Lumpur - 62775-4

+971 329430440  
+91 0845386615

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 <sup>Roll</sup> calendar year, in the event that the Employee is absent from work, due to sickness, <sup>Rolls</sup> for more than two consecutive working days, hence 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 a maximum of 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 performance, 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  
PONDICHERY, INDIA



73/4 Kanchi Street, Chennai,  
Tamil Nadu, India - 600004



+91 5264000000  
+91 9042856515



info@pranengineering.com





Date: 18/3/22  
Ref No:

### Letter of Appointment

REF NO: PEGHR/EOPM225400002

Dear Sri Ramani (M.E(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	Rajapet
Monthly salary	<p>Gratuity as per below</p> <ul style="list-style-type: none"> <li>• House rent allowance : INR 2500</li> <li>• Transport allowance : INR 1500</li> <li>• Food allowance : INR 1300</li> </ul>
Regular working hours & work days per week	<ul style="list-style-type: none"> <li>• 8.5 hours a day</li> <li>• 5 or 6 days a week</li> <li>• Timing: 8:30 a.m. to 5:30 p.m. (lunch Break - 12:45 p.m. to 1:15 p.m.)</li> </ul>
Weekly rest days	Saturday and Sunday
Probationary period	6 months from the date of employment

20/4 Kumbakonam Street, Rajapet,  
Tamilnadu, India - 627704

+91 939490640  
+91 9643696615

[info@praniengineering.com](mailto:info@praniengineering.com)



Notice period for Termination

30 days

To be decided (TBD)

Date:  
12/12/2024

**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, either full-time or part-time.

### b. HOURS OF WORK:

The Employee is expected to complete the minimum working hours as specified in "Key terms and conditions" of the Company's employment contract, unless working hours without notice as required by changing 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 dismissed.

### d. TERMINATION OF SERVICES:

1204 Sanshodh Street, Rayagdi,  
Bardhaman, India - 827784

+91-9294304400  
+91-9646846468

PRINCIPAL

hr@pragatirecruitment.com

HR-PAYROLL-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 the 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 operation of the Company 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 maximum 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:**

22/4 Komarov Street, Bangalore,  
Karnataka, India - 527764

+91 829420660  
+91 9845286616

**PRANIL**  
CONSULTING & TRAINING  
PVT. LTD.  
info@pranilconsulting.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 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.

**g. 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.

**h. 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.

**i. 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 9040006625

info@ppranengineering.com

Pran Engineering Solutions Pvt. Ltd.

MEMBER OF THE ASSOCIATION OF CONSULTANTS IN ENGINEERING AND TECHNOLOGY  
INDIAN INSTITUTE OF MANAGEMENT BANGALORE

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

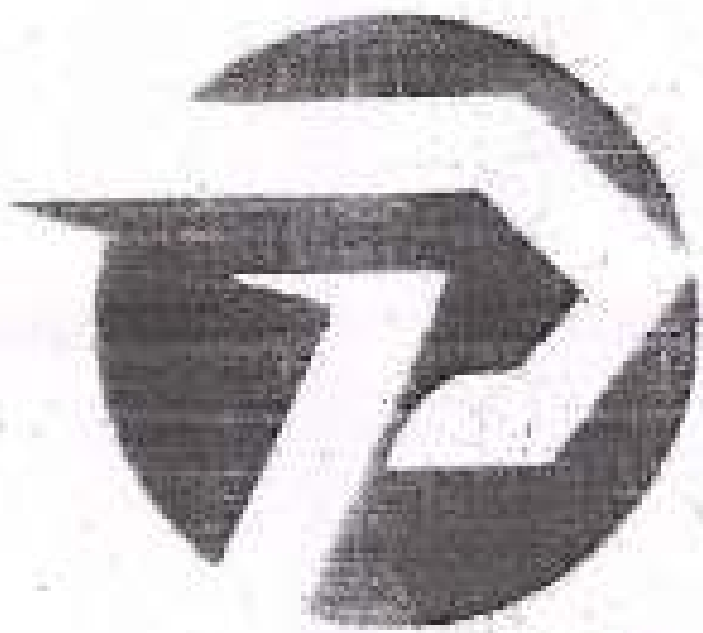
Signature: *M. S. S.*

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  
ACADEMY



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 10<sup>th</sup> to Highest) - with 2 set of photocopy.
- Six passport size photographs (Recent)
- Last 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, PALWANCHOTTA TALUK  
TRIPURACHAL, 437 652

**TENNECO**

TENNECO CLEAN AIR TECHNOLOGIES PRIVATE LIMITED  
CENTRE FOR ENVIRONMENTAL TECHNOLOGIES  
Telephone: 91 0411 251 1000

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 - Instrumentation on the terms and conditions mutually agreed upon as detailed. On-Posting - Instrumentation - 199200

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 Kovva Sripethi 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 26.12.21 at Tenneco Clean Air India Pvt. Ltd., Plot No. 485-1, SIPCOT Industrial Park, Oragadam, Expansion Scheme, Madhav Nagar, Sripetambudur, Karthikeyan Dr. - 601305, Tamil Nadu.

It is not obligatory on part of management to offer enough period as well as a job 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 in 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 via Aadhar Card, Family Card, PAN Card, Bank Account Proof and two passport size photograph 4 nos for record.

This offer will expire on 26.12.21 unless agreed and renewed before this date. The job also training agreement 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)


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 commitment along with unconditional commitment, we can discuss the CTC as (Company Training). The CTC would be 10000*

Head Office: Plot 485-1, SIPCOT Industrial Park, Oragadam, Expansion Scheme, Madhav Nagar, Sripetambudur, Karthikeyan Dr. - 601305, Tamil Nadu.  
Tenneco India Pvt. Ltd.

  
**PRINCIPAL**  
OSV COLLEGE OF ENGINEERING & TECHNOLOGY  
MADHAV NAGAR, SRIPETAMBUDUR  
KARTHIKEYAN DR., SRIPET



WINDY HILL  
SCHOOL OF DISTANCE EDUCATION

WELCOME LETTER

15/09/2024

Dear MELCHIAIR : S

**Congratulations!**

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

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 SDR 10000/- PM, (one 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 (bring the below listed documents) (date of 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)
- (VC - 1 Address & ID Proof)
  - Aadhar Card along with your DCE
  - Original Academic Certificates (old from 10<sup>th</sup> to Highest) - self 2 set of photocopy.
  - Six passport size photographs (Recent)
  - Bank Passbook statement

**For experience candidate,**

- Original Resignation Letter with acknowledgement - If required
- Release letter from previous employer (Old 3M) - If you are
- Proof of car possession (not driven) (Photo's - Original)

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

Yours truly,  
For Windy Hill School of Distance Education

Authorized Signatory

**PRINCIPAL**  
PRINCIPAL OF DISTANCE EDUCATION  
WINDY HILL SCHOOL OF DISTANCE EDUCATION





Windara A&L  
WINDARA A&L

**WELCOME LETTER**

15/9/2021

Dear SRILO KUMARAN 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 TRENCH 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 1,00,000/- PM. Free Food, Accommodation & Travel.
4. Your employment would be subject to the Terms & Conditions, mentioned in your job interest 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 opportunity after 6 months of work completion.
8. During Joining have to bring the PPE's (Safety shoe & Yellow Colour safety working helmet)

- GC - (Address & ID Proof)
- Ration Card along with your DOB
- Original Academic Certificates (All from 10<sup>th</sup> to Highest) - with 2 set of photocopy.
- Six 3500pxt 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 resignation last drawn (2 Months - 3mg A4)

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

Yours truly,  
For Windara Infra Private India Limited.

  
Authorized Signatory



**P. PRASAD**  
PCA COLLEGE OF ENGINEERING & TECHNOLOGY  
NO.24/11/11/11/11, MOORAMBATHUR ROAD,  
TIRUPATI, TELANGANA - 502 002



**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 TARIKEL 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)
- Aadhar Card along with your DCE
- Original Academic Certificates (all from 10<sup>th</sup> 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-601 001





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 availability. 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 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 10<sup>th</sup> 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  
BILAPATI ROAD, RAJAMPETTA TALUK,  
PRODDUR (Dist), - 521 102



WINDROVER  
Private Limited

**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 from 10<sup>th</sup> 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 Trade Limited.

  
Authorized signatory



**PRIME AL**  
PENGUIN GROUP OF UNIVERSITIES & TECHNOLOGY  
PENGUIN GROUP OF UNIVERSITIES & TECHNOLOGY  
PENGUIN GROUP OF UNIVERSITIES & TECHNOLOGY



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 appointment letter, which will be issued to you 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 10<sup>th</sup> 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 completion 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 31/09/2021 **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 12<sup>th</sup> 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 ACADEMY, KALAKKOTTAH ROAD  
CHENNAI - 600 032



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 10<sup>th</sup> 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 COOPERATION & TECHNOLOGY,  
MELCHERIPARA, KOLLAM DISTRICT, TELUK  
KUTTY VILLAGEM, PIN 686 502.

With Best wishes,

  
Ilmaraja, S  
Founder/CEO  
Digisailor

Dear Harivaraha 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.Harvaraja 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 have the right 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 detailed 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 SYSTEMS HOLOGY  
BBA (INTERNATIONAL MANAGEMENT) 12-1-2023  
MUMBAI, INDIA

With Best wishes,

  
Harivaraha 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.

**digisailor**

**PRINCIPAL**  
PROFESSIONAL AND BUSINESS TECHNOLOGY  
WELL DEVELOPMENT AND CONSULTING PVT. LTD.  
THIRUPURURU - 601 001

With Best wishes,

**Ilayaraja S**  
Founder/CEO  
Digisailor

# digisailor

17, Panchsheel Park, New Delhi - 110017, India

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. Rajaraja at Digisailor, Patticottin. 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 the 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  
INDUSTRIAL GROUP, PATTICOTTIN  
PATTICOTTIN - 691 022

With Best wishes

**Rajaraja S**  
Founder/CEO  
Digisailor

# digisailor

Private & Confidential | Digisailor Training & Recruitment Department

Dear, *Mathuramrathi 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

68A, CHITAMPALAM, RAJAMANGALAM, TAMIL NADU

TRINAMALAI DIST. - 627006

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.Rajaram* 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.

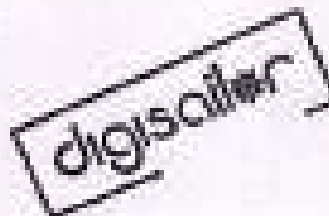


PRINCIPAL

PSA OFFICE OF INNOVATION & TECHNOLOGY  
PILLAICHATTERI, PULIYANGOTTA TALUK  
TIRUPUR DISTRICT - 641 002

With best wishes,

**Rajaraja 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.Saravans 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.

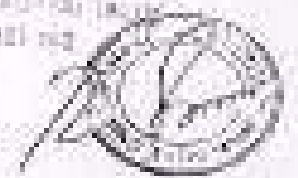
The annual starting salary for this position is RS.1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

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



**Ionix Software Solution**



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 10<sup>th</sup> 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  
WINDKARE INDIA PRIVATE LIMITED  
WINDKARE INDIA PRIVATE LIMITED  
WINDKARE INDIA PRIVATE LIMITED





WINDWARD  
Private Sector Limited

**WELCOME LETTER**

15/9/2021

Dear SOONDARYS LATHI

**Congratulations!**

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

1. You are designated as TECHNICAL ENGINEER SEPT-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 10<sup>th</sup> 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,

D. Srinivas  
Authorized Signatory

**PRINCIPAL**  
PUNJ COLLEGE OF ENGINEERING & TECHNOLOGY  
MELAIKOTTA, PALANUKOTTA - 605 007  
INDIA (PH: 04562-251157)



WINN-DIXIE  
PROFESSIONAL

**WELCOME LETTER**

10/19/2024

Dear MRS RUTH E

**Our Congratulations!**

We are pleased to issue this welcome letter, based on your interest and submission of appropriate proof of the educational attainment of the degree level and as stated:

1. You are assigned to TRUCKS, EB (1552) REDT - 2nd
  2. Your date of commencement of employment will be on 11/18/2024  
We send the exact date of joining date is through SMS.
  3. You are entitled to receive consideration of ONE (1) month of Free Food, Accommodation & Travel 4-5000
  4. Your employment should 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 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 10<sup>th</sup> to Higher) - with 2 sets of photocopies
  - On passport size photograph (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) (2 Months) - Original

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

Sincerely,  
For Winn-Dixie Professional Private India Limited,

  
Authorised Signatory



**PRINCIPAL**  
P&S (S&T) DEPT OF ENGINEERING & TECHNOLOGY  
MELAKKALAPATTI, PALANCHIYURTAJALUR  
TIRUPUR (S) DIST. - 641 001

# digisAlor

www.digisAlor.com | 099 533 3333

Dear, *Aruntha Sarvini S*

We are pleased to offer you the full-time position of the trainee at DigisAlor, Trilochin. With the start date of 12-1-2022. You will be reporting directly to Mr. Jayaraja at DigisAlor, Trilochin. 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 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

PRINCIPLES OF EXPERIENCE & TECHNOLOGY

RELATIONSHIP, BALAWAROTTAI TAMIL

TRINELVELLI, PIN 605 002

With Best wishes,



Jayaraja S  
Founder/CEO  
DigisAlor

# digisailor

TECHNOLOGY SOLUTIONS PROVIDER

Dear, *Angel R*

We are pleased to offer you the full-time position of the trainee at Digisailor, Tattoria. With the start date of 12-1-2022. You will be reporting directly to Mr Ilayanga at Digisailor, Tattoria. 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.

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.

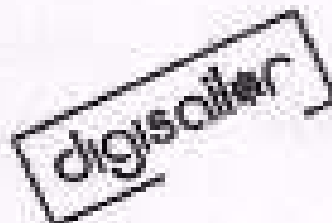
We are excited To have you join our team! If you have any questions, please feel free to reach out at any time.



PRASHANT A.L.  
PERSONNEL & HUMAN RESOURCE  
MELAKKALURU, TATTORIA  
TELEPHONE NO: 9447194

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**  
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.

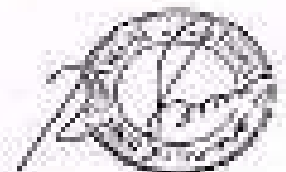
Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2021.

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.

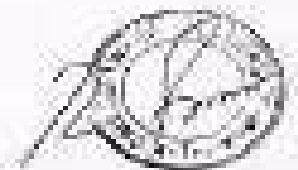
Please confirm your acceptance of This offer by signing and the returning this letter by 30-3-2022.

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, Thiruvallur. With the start date of 12-1-2022. You will be reporting directly to Mr. Saravani Kumar at Innate Software Solution, Thiruvallur. 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.



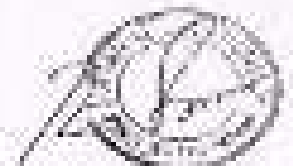
PRINCIPAL

PSV COLLEGE OF ENGINEERING & TECHNOLOGY

VELUPPILAIYODI, THIRUVALLUR (TN) - 601 301

THIRUVALLUR - 601 301

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.



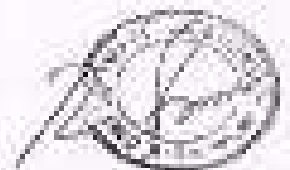
**PRINCIPAL**

FOR COLLEGE OF ENGINEERING & TECHNOLOGY

RELATIVE TO THE FOLLOWING DETAILS

DATE: 12-1-2023

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. Saravada 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.

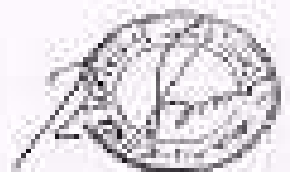
The initial starting salary for this position is RS.1,20,000 per annum. In addition to this starting Salary, we're offering you bonuses, commission structures, etc.

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  
Pimpri, Maharashtra

**WELCOME LETTER**

15 / 9 / 2024

Dear MANISH BARDOLAI

**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 10<sup>th</sup> 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 Limited..

Authorized Signatory

**PRINCIPAL**  
PPI COLLEGE OF ENGINEERING & TECHNOLOGY  
MIDC, PIMPRI, MAHARASHTRA  
WINDCARE INDIA PRIVATE LIMITED



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  
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 1<sup>st</sup> 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 INDIA PRIVATE LIMITED

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 Stipend of Rs. \_\_\_\_\_ CTC/Month with concessional benefits as per company policy. INR 65,19,000

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, Marthandapuram Post, Sripattanam, Karthikeyan Dr. - 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 10th, 12th (if applicable), 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 7418639085)

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 a completion of your post-graduation 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 and HRM. Change the address to company. 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, Mather Post, Srirangapatna, Manipaluru, Dt. - 002105, 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, H<sub>2</sub>O (or) A-levels, 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) / (+91-719479684)

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 Oragadam plant (Rawalt 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, Oragadam Expansion Scheme, Madhav Road, Srinagar Industrial Estate, Khariparam Di. - 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 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 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 4 nos. for record.

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. Mani - Human Resources (+91-9600769121) / (+91-742839000)

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 correct marksheet - 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 Stipend 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. - 600105, 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 valid 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 offer, 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 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. Training Term - 0360

Pay is eligible for the Stipend of Rs. 14,000/- CTC/Month with other fringe benefits as per company policy.

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, Kandaswaram Dt. - 602106, 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 (+91-0090879012) / (+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: 16.9.2023

To  
PSN College of Engineering & Technology

### QUALITIES

Dear Aravindhan K

With reference to your application and to respect 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. Starting Training - 19/09/23

You are eligible for a stipend of Rs. 15000 /Month with other fringe benefit as per company policy.  
15000 X 12/365

Your place of posting will be in Dragulaan plant (Goudakrishna, Sagar 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 16.9.23 at Tenneco Clean Air India Pvt. Ltd., Plot No. 100/2, SIFDOT Industrial Park, Dragulaan, Goudakrishna Scheme, Madhavi Road, Hyderabad, Telangana State - 500105, Tamil Nadu.

If you are obligated by any part of assignment to other employment or 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 for 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 16.9.23 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. Srinu - Human Resources (+91-8000299912) / (+91)-9448329904

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 (Sanku's Nalla Superstar 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 requested to join us on or before 20-09-20 at Tenneco Clean Air India Pvt. Ltd. Plot No. HNS 2, SIPCOT Industrial Park, Urupadala Expansion Scheme, Madhav Nagar, Saranahalli, Kumbharao U - 900105, TANDI BANG.

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 a 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 4 nos. for record.

This Offer Expires on 26-09-20 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 candidate's personal bank account details. The salary (monthly training) to CTC would be 10000.*

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 which you agreed to work as discussed. Company - TNS

You are eligible for the allowed of Rs. 1,00,000 per month with other fringe benefits as per company policy.

Your planned posting will be to Oragadam plant (located at Moma Sankar Park) and you will be required to work in any Department / Section and also liable to be transferred from one Department / Section / Location / plant 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 an employee 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 security.

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 (course 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 joining 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 amount to 14000



TENNECO CLEAN AIR TECHNOLOGIES PRIVATE LIMITED  
 1001, HSR LAYOUT, 1ST FLOOR, 1ST STAGE  
 Telephone: 91 80 41111111

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 Shift on the terms and conditions mutually agreed upon as discussed. Salary: 12000/-

You are eligible for the Salary of Rs. 12000/- CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in Dragasam plant (Site at 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 / 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, HFCOT Industrial Park, Dragasam Extension Scheme, Madhav Nagar, Sriperumbudur, Seshamangalam Dt. - 602 005, 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, Marriages, Previous certificate, Residential address proof, ID proof via Aadhar Card, Family Card, PAN Card, Bank Passbook of FDR 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 (+91-9886670911) / (+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 (Longterm Trainee) etc. would be 12000





TENNECO CLEAN AIR TECHNOLOGIES LIMITED  
 11th Floor, 2nd Street, T. Nagar,  
 Bangalore - 560017, India

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. BMS-2, SIPCOT Industrial Park, Oragadam Expansion Scheme, Madhav Post, Sriperumbatur, Marathahalli Tal. - 562106, 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, 10c, 10c 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 (+91-00887031217 / (+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 date of Company Joining. The offer would be 143500.*

Registered office: 11th Floor, 2nd Street, T. Nagar, Bangalore - 560017, India

Plant Offices: Sriperumbatur, T. Nagar, Marathahalli Tal.

Website: [www.teneco.com](http://www.teneco.com)

**PROCESSED**

PSN COLLEGE OF ENGINEERING & TECHNOLOGY  
 BELMATHURUVAI, BELMATHURUVAI TALUK  
 THIRUVARUR DIST. - 610 006

**TENNECO**

TENNECO'S CLEAN AIR UNIT OPERATIONS  
FIN. & ADMIN. DEPT. 1133/11  
Tel: 041 2631121/1133

Date: 16.04.21

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 - Operation in the area and conditions mutually agreed upon as discussed. Company Location - Bhopal

You are eligible for the Salary of Rs. 15,000/- CTC/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, SECTOR Industrial Park, Oragadam Expansion Scheme, Madhav Puram, Srirangapatna, 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 training.

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 card form.

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 marksheet), 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 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 marksheet, we can share the offer as company have. The CTC would be 14500

Registered office: RNS3, Nandan Supper Park, SECTOR Industrial Park, Oragadam Expansion Scheme, Madhav Puram, Srirangapatna, Kanchipuram Dt - 602106, Tamil Nadu.  
Website: www.tenneco.com  
Tenneco Clean Air India Pvt. Ltd.  
PSN College of Engineering & Technology  
Kanchipuram Dt - 602106, Tamil Nadu  
Phone: 041 2631121/1133

**TENNECO**

TENNECO CLERK AIR INDIA PRIVATE LIMITED  
CIN: L2000FN2016PL10001  
Telephone: 01-22547188

Date: 16.7.21

To  
PSE 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 - Marketing on the terms and conditions mutually agreed upon as discussed. (SMP/2021-190/2021-17500)

You are eligible for the stipend of Rs. 14,000/- 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 Clerk Air India Pvt. Ltd, Plot No. HNS 2, HPOOT Industrial Park, Oragadam, Expanded Scheme, Madhav Puram, Sriperumbudur, Kanchipuram Dt. - 602105, Tamil Nadu.

It is not an intention of part of management to offer an employment on 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/12th (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 less signed and returned before the date. The selected 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 (+91-9889141412) / (+91-7416630084)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your new career!

For Tenneco Clerk Air India Pvt. Ltd.,

  
Authorized Signatory

After getting a provisioned plan with complete material + we can change the role to Company Trainee the CTC would be 19,500

# TENNECO

TENNECO CLEAN AIR INDIA PRIVATE LIMITED  
CIN: U25200TN2007PTC000000  
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: Noida Supplier 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 & 107 SIPCOT Industrial Park, Chengam, Paludan Scheme, Madhav Puram, Srirangapatnam, Bangalore - 562105, 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, contribution to the company 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 SSC, 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 received 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 (+91-9629070010) / (+91-7418609000)

Looking forward to your joining as a member of Tenneco. Lastly, we wish 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

**TENNECO**

TENNECO CLEAN AIR INDIA PRIVATE LIMITED  
11th Floor, 2nd Stage, 2nd Cross, 2nd Main,  
Bangalore - 560025

Date: 10.09.201

To

PSNT College of Engineering & Technology

**OFFER LETTER**

Dear M. Manikandan 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 - MRO on the terms and conditions mutually agreed upon as discussed. Consolidated Amount - 1.5L

You are offered for the period of Rs. 1.500000 CTC/Month with other benefits as per company policy.

Your place of posting will be Bangalore plant (Nandi Nagar 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 20.9.201 at Tenneco Clean Air India Pvt. Ltd., Plot No. HOS 2, SIPCOT Industrial Park, Bengaluru Expansion Scheme, Marathahalli, Sarjeralahalli, Bangalore Dt. - 560105, Tamil Nadu.

It is not an obligation on part of management to offer employment as completed if 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 chargeable 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 with us (SLC, HIG, DI, Matriculation, Diploma/Degree Course completion certificate, TC, Marriages, Professional certificate, Residential address proof, ID photo via Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 20.9.201 unless signed and returned within this date. The detailed training appointment order will be provided upon the company T&C after your joining.

For any queries you may contact Mr. S. Kadavane / Mr. Anish - Human Resources (+91-9886789721) / (+91-9417637064)

Looking forward to your joining as a member of Tenneco family and wishing you success in your new career.

For Tenneco Clean Air India Pvt. Ltd.

  
Authorized Signatory

After getting a provisional offer with immediate backdate, we are sharing the new 05 (Landing Training) TC. The amount to be 1.5L.

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/- CTA/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 / or 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 also liable 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 SSLA, HSE (if Available), Diploma/Degree, Course completion certificate, CL Marksheet, Provisional certificate, Residential address proof, ID proof with 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 fax 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. Akshay - Human Resources (+91-44-74126999) / (+91-7412699999).

Looking forward to your joining as a member of Tenneco team and wishing you all success for your new career.  
After getting a provisional offer, I have provided a provisional offer letter. The role as a company trainee. The CTC would be 15000.

  
Authorized Signatory

# 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 - Process 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 (Fossil & Nuclear 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 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. No. 10, Srinivasa Nagar, 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, Bonded 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 Resources (+91-9840764127) (+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 company policy along with consolidated marksheet, we can change the rate of Company to Rs. etc would be 19,500.

Respective offices: RNS2, Nuclear Supplier Park, SIPCOT Industrial Park, H. No. 10, Srinivasa Nagar, Kanchipuram, Tamil Nadu. (PSN College of Engineering & Technology)

  
PSN COLLEGE OF ENGINEERING & TECHNOLOGY  
KANCHIPURAM, TAMIL NADU  
TEL: 0421-2541111

**TENNECO**

TENNECO CLEAN AIR INDIA PRIVATE LIMITED  
CIVIL ENGINEERING COLLEGE  
Telephone: 91 202 4221 100

DATE: 16.9.21

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 Scheme, Madhav Road, Srinagar Industrial, Krishipuram Dt. - 602105, 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 (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 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 of you 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 (+91-988639912) / (+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.

C. K. S.  
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 Estate, Oregadero, Srinagar Scheme, Madhav Road, Srinagar Industrial, Krishipuram Dt. - 602105, Tamil Nadu.

**PRINCIPAL**

PSN COLLEGE OF ENGINEERING & TECHNOLOGY  
SRIKANTH PALLEMANGOTTAI TALUK  
TIRUPUR DISTRICT - 627 122



**TENNECO**

ENVIRONMENTAL CHEMICALS PRIVATE LIMITED  
CIN: U29508TN2011PT012576  
Telephone: +91 8086200100 Fax: +91 8086200101

DATE: 16.7.21

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 - 19.08.21

Your salary is for the Scope of Ru. \_\_\_\_\_ CTC/Month with other fringe benefits as per company policy. 19.08.21 - 19.08.21

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 29.08.21 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, Madhav's Provisional 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 26.7.21 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

Website: www.tenneco.com

**PRINCIPAL**

PSN COLLEGE OF ENGINEERING & TECHNOLOGY

VELUPPILAI ROAD, SRI PURAMBADI, TAMIL NADU

768011-0102

**TENNECO**

ENGINEERING COLLEGE IN INDIA PRIVATE LIMITED  
CIN: U20101TN2008PL10001  
Telephone: 04215400000

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 - Design on the terms and conditions mutually agreed upon as discussed. Company - Tenneco

You are eligible for the Stipend of Rs. 10000 /Month with other fringe benefits as per company policy. 1 year + 10%pa

Your primary assignment will be in Design as plant (For auto 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 their respective plants and/or safety 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 Export Zone, Chengalur, 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) / (+91-9443867900).

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 marksheet, you can change the name as Company name. To etc. would be 19/8/21*

Registered office: MNSR, Nissan Supplier Park, SIPCOT Industrial Zone, Chengalur Export Zone, Chengalur, Sengamabadur, Kanchipuram District, Tamil Nadu - 603106

**PRINCIPAL**  
TENNECO COLLEGE OF ENGINEERING & TECHNOLOGY  
NELLAYENKULAM, SENGAMABADUR TALUK  
KANCHIPURAM DISTRICT - 603106

# TENNECO

TENNECO CLEAN AIR SYSTEMS PRIVATE LIMITED  
CIN: U20102TN2000PLU000000  
Tel: 044-26194000, 26194001, 26194002

Date: 16.9.21

To:

RSN College of Engineering & Technology

**DELETED**

Dear Sathesh Kumar ✓

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 Assesstee 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, Srinivasnagar, 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 charge if found medically unfit or if 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 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 16.9.21 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 for 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 (Company) Trainee. The ETC would be 19800/-.



**TENNECO**

11, SINDHOT INDUSTRIAL PARK, SINDHOT INDUSTRIAL ESTATE,  
DRAPOLE, WAPDA INDUSTRIAL ZONE,  
MUMBAI - 400 072, INDIA  
Telephone: (91) 22 25411991, 25411992

date: 16-9-21

To

PSN College of Engineering & Technology

**OFFER LETTER**

Dear Dennis Francis

With reference to your application and subsequent discussions provided within, we are pleased to inform that you have been selected for the position of Trainee Electrical Engineer on the terms and conditions mutually agreed upon as discussed. Company: Tenneco - ITCW

You are eligible for the Stipend of Rs. 12000/- CTC/Month with other fringe benefits as per company policy.

Your place of posting will be in: Drapoale plant (Bansaj) Masala 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 Mgt. Authority.

You are expected to join us on or before 16-09-21 at Tenneco Clean Air India Pvt. Ltd., Plot No. H16 & SINDHOT Industrial Park, Draopole, Wapda Industrial Zone, Mumbai Post, Ghatumbhedar, Navi Mumbai Dt. - 401105, India.

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 as per joining. It will be discharged if found medically unfit or if 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 SSIC, PSC (if Available), Diploma/Degree Course completion certificate, TC, Matriculation, Provisional certificate, Bank details 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 26-09-21 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 (+91-9886789121) / (+91-22-2529004)

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. SPPCT Industrial Park,  
Oragadam - 600105, Tamil Nadu

16/9/21

From college = 5 Engineering & Technology

**OFFER LETTER**

Dear Karthikeyan 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 Senior Assistant - Audit on the terms and conditions mutually agreed upon as discussed. Company Address - TN

You are eligible for the Stipend of Rs. 14,000/- CTC (Monthly) with other fringe benefits as per company policy.

Your place of posting will be in Oragadam plant (Raman Nageswari 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 requested to join us on or before 24/9/21 at Tenneco Clean Air India Pvt. Ltd., Plot No. 895 A, SPPCT Industrial Park, Oragadam, Eppanasi, Chennai, Madhav Park, Oragadam, Tamil Nadu. Contact No. - 988105, Tamil Nadu.

It is not an obligation on part of management to offer employment as a condition 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 date of 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 10th, 12th, B.E. / B.Tech. / Degree / Course completion certificate, 10, Matriculation / Provisional certificate, Residential address proof, ID proof, Voter Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph + 4 nos. for record.

This offer will require a 16/9/21 countersigned and returned to us by the date. The detailed joining appointment order will be provided to you by company HR after your joining.

For any queries you may contact Mr. S. Sathiyamoorthy - HR - Madhav Park - Human Resources (+91-9889976912) / (+91-9818639994).

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 with consolidated contract we can change the role as (Company Trainee). The CTC would be (14,000/-)

Headquarters Office: 895A, Oragadam Industrial Park, SPPCT Industrial Park, Oragadam, Chennai - 600105, Tamil Nadu. Tel: +91-988105, Tamil Nadu.

  
PAV COLLEGE OF ENGINEERING & TECHNOLOGY  
ORAGADAM - 600105, TAMIL NADU  
WWW.PAVCOLLEGE.ORG

**TENNECO**

TENNECO CLIA AIR INDIA PRIVATE LIMITED  
CLIA-1, 25th FLOOR, SIPCOT INDUSTRIAL PARK,  
CHENNAI - 600105  
Telephone : 4120210000

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 / Trainer on the terms and conditions mutually agreed upon as discussed. Company 19500 / 19500

You are eligible for the Salary of Rs. \_\_\_\_\_ CTC/Month with other fringe benefits as per company policy. 19500 x 12 / 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 Pur, Sripet, Chennai - 600105, Tamil Nadu.

It is not an obligation on part of management to offer employment on usual basis 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, 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 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 query contact Mr. S. Kalitharan, Mr. Rajesh - Human Resources (+91-9840400011) / (+91-7410027000)

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: L27100TN1999PLC000000  
Telephone: 044-26242111

Date: 16-9-20

To:

PSN College of Engineering & Technology

### DEFERMENT

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 - Ground 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 fringe benefits as per company policy. Ground 26-11-2020

Your place of posting will be in Gragadam plant (New Ash 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 / 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, SIPCOT Industrial Park, Gragadam Expressive Scheme, Vandalur Post, Sempalacheran, Kanchipuram DL - 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, preference will be given to you for Fixed Term Employment (or) regular employment subject to your own's resume, conduct, contribution to the company and services.

You will have to undergo medical examinations 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, 10<sup>th</sup> (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 photographs 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 (+91-9882771127) / (+91-7810626004)

Looking forward to your joining as a member of Tenneco family and wishing you all success for your future career!

For Tenneco Class Air India Pvt. Ltd.,

  
Authorized Signatory

*After getting a postcard along with consultant's involvement we can change the date of Company joining. The CTC would be 19,500*





# TENNECO

TENNECO CLEAN AIR SYSTEMS (INDIA) PRIVATE LIMITED  
CIN: L28209TN2005PTC000001  
Tiruchengode - 621005

DATE: 18.07.2017

To:

PSN College of Engineering & Technology

### OFFER LETTER

Dear Thiruvengadamuthu 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 mutually agreed upon as discussed. Compensation: 1,95,000/-

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 Durgam Chalo (Kannada Nagar 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 post to another solely at the discretion of the Management)

You are expected to join us on or before 25.07.2017 at Tenneco Clean Air India Pvt. Ltd., Plot No. BNS 2, SPCOT Industrial Park, Durgam Chalo, Bangalore. Address: Sr. Supervisor, Bangalore Dt. - 560085, 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. Address Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 25.07.2017 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. Sathishan / Mr. Akash - Human Resources (+91-9845074123) / (+91-9845074124)

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 1,95,000*

Registered Office: BNS2, Newasa Supply Park, SPCOT Industrial Park, Durgam Chalo, Bangalore  
Durgam Chalo, Sr. Supervisor, Bangalore Dt. - 560085, Tamil Nadu  
Website: www.teneco.com

  
PSN COLLEGE OF ENGINEERING & TECHNOLOGY

PSN COLLEGE OF ENGINEERING & TECHNOLOGY  
MELAPALAYAM, TRICHYANGALURU DISTRICT  
TRICHYANGALURU - 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. 12 Months - 18 Sept

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 22.9.21 at Tenneco Clean Air India Pvt. Ltd. Plot No. 195 2, SIPCOT Industrial Park, Oragadam Expansion Scheme, Micheli Road, Sripurambadi, 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 school marks 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 Govt. 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 as I am 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. Krishnan / 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 career.

For Tenneco Clean Air India Pvt. Ltd.,

  
Authorized Signatory

After getting a provisional offer with consolidated marks sheet I will change the role to (company Training). The CTC would be 19,000.

Registered office: 1952, Special Supplier Park, SIPCOT Industrial park, Oragadam Industrial Corridor, Oragadam, Sripurambadi Taluk, Kanchipuram District-602105, Tamil Nadu  
Website: [www.teneco.com](http://www.teneco.com)



FOR COLLEGE OF ENGINEERING & TECHNOLOGY  
60411200001, 40, ANANDAPURAM, JALAJI  
TRIPURAMBADI, DISTRICT - 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 - 19,500 (as per company policy) (base - 17,500)

Your place of posting will be in Chennai (Tamil Nadu) 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, Chengalur Expansion Scheme, Madhav Nagar, Supermarket, Kanchipuram Dt - 632105, Tamil Nadu.

It is an obligation on part of management to offer employment on completion of 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 month's 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 joining and confirmation 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 Resource (+91-8338288193) / (+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 provision along with consolidated marksheet, we have changed the salary as Company's Terms. The CTC would be 19,500.*

**TENNECO**

TENNECO CLEAN AIR INDIA PRIVATE LIMITED  
CIN: U05021MH2012PTC026586  
Telephone: +91 2225 42481/2/3/4

Date: 16. 9. 21

To  
**PSN College of Engineering & Technology**  
DREBHAUSEE

Dear Vibhish V  
With reference to your application and subsequent communication, and which as we are pleased to inform that you have been selected for the position of Trainee JG - Lead op. on the terms and conditions mutually agreed upon as discussed. CTC Rs 25,000/- + 4000/- SSB - PMED

You are eligible for the Stipend of Rs. \_\_\_\_\_ CTC/Month, with a Dearness Allowance for inflationary index.

Your place of posting will be at Dregadara plant (Bosch 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. 21 at Tenneco Clean Air India Pvt. Ltd., Plot No. 305 E, SIPCOT Industrial Park, Dregadara, Sripet Taluk, Channarayana, Mysuru, Post, Sripet Taluk, Kanchi District - 562102, Tamil Nadu.

It is not an aim of company 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, 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 etc. Aadhar Card, Family Card, PAN Card, Bank Account Proof and Passport size photograph 4 nos. for record.

This offer will expire on 30. 9. 21 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) / (+91-9129649036)

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 marksheet I can send through  
the data on (company transfer) The  
LTC would be 14,000*

Registered office: BME2, Nissan Supplier Park, SIPCOT Industrial park, Dregadara Industrial Corridor,  
Dregadara, Sripet Taluk, Channarayana District-562102, Tamil Nadu  
Website: www.tenacoin.com

  
PRINCIPAL  
PSN COLLEGE OF ENGINEERING & TECHNOLOGY  
MYSURU - 562102  
TELEPHONE: +91 2225 42481/2/3/4





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 on the terms and conditions mutually agreed upon as discussed. Compensation: INR 1,00,000

You are eligible for the Stipend of Rs. \_\_\_\_\_ CTC/Health with other fringe benefits as per company policy. INR 1,00,000

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) - 91-9886767102 / (+91-7413533064)

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 INR 1,00,000