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.psncet.ac.in

Phone: 04634 279009, 04634 279680.

E-Mail: principal@psncet.ac.in

PRINCIPAL

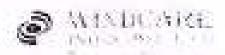
5.2.1 Average percentage of placement of outgoing students during the year 2021-2022.

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)

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



WELDOME LETTER

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Congretulational

We are proceed to issue the wescome letter, based on your interest and submission of signification. Details of the terms and conditions of welcome letter are as a side;

- 1. You are designated as TRAINEE ENGINEER.
- Will send the exact date of joining details through 5MS.
- Not are entitled to receive companiation of SNR <u>LETYO !-</u> PM. Proc Pool.
 Accommodistics & Travel.
 Covered :
- nour employment would be subject to the Terms 8. Conditions, mentionent in your coop atmost letter, which will be based to you on your printer date.
- 5. You will be an probation for a period of six months from the date of jointly.
- 4. Please bring the below issed documents / details on your day of joining.
- Based on the performance will provide Overseas apportunities after 6 months of work completion.
- buring Joining have to bring the PPE's (Safety Shoe & Yellow Colour sulisty working helicut)
- KRC (Appreca & ID Proof)
- Andhur Card slong with your DOB.
- Original Academic Cartificates (all from 10" to Michael with 2 agt of photogray.
- Six postport size photographs (Record)
- Bank Possbook photocopy

For Experience condidates.

- Original Regignation Letter with advicewisd percent If required.
- Relieving letter from previous employer (Original) If required.
- Froof of compensacion test drawn (2 Planths Original)

Locking forward to a long and mutually beneficial concer with us.

Yours Duly.

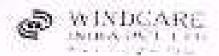
For Windcare Invid Private India Limited...

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WELCOME LETTER.

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Will are placed to little the velocity letter, based on your lebest and substanton of application. Details of the terms and conditions of velocity letter are as under:

- 1. YOU ARE AND THE TRAINING . EMPINEER
- Will send the exact case of joining details through \$145.
- This are untilled to receive companies at \$MR [JAYTE] PM. Free Food. #2007/Freedom S. Thank, Figure 5.
- Your employment would be subject to the Terms & Concil box, reenthree in your eppointment letter, which will be issued to your or your printing date.
- 5. You will be on probation for a period of six year to from the date of barrier.
- 6. Morse bring the below listed documents / people or your day of strong.
- speed on the performance will provide Overcom appartunities after a receibs
 of searst correlation.
- During Joining have to bring the PRE's (Selecty Shoe & Yellow Colour safety working helmet)
- KYC (Address & 10 Feach)
- Another Card along with your DOB.
- Original Academic Cardinates (ed from 10" to Highest) with 3 per of protectors.
- Six passport size photography (Recent).
- liank Passbook photocopy

For Experience candidates.

- Enginel Resignation Letter with addrewedgement in it required
- Reflexing letter from previous amployer (Original) If required:
- Proof of compensation just drawn (3 Honths Origins);

Locking forward to a tong and murpally baneficial cores with us-

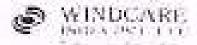
Yours truly

For Windcare India Stivate India United.,

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15/9/2021

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Congretalationer

Web the planted to focus the resistance letter, second on your interest and automation of application. Dietails of the terror and negatives of response letter are an under-

- 1. You are designated as TREADES. Feet HATELE S CONT. 1200.
 2. Your date of communications of Employment will be an S CONT. 1200.
 Will send the exact date of joining details through SMS.
- You are entitled to receive comparasons of this _10000000 950. Free Road, According to Travel,
- Accommodation & Travel.

 1. Your employment washings or subject to the Terres is Conditions, mentioned in your approximate horse, which will be taken to pick on your jobiley shale.
- you will be de probleton for a period of six months from the data of joining.
- "Never firing the below listed documents," details on your day of joining.
- 7. Based on the performance well provide Oversees opportunities after 6 months of work completion.
- During Joining have to thing the PPE's (Serety Stope & Yeslow Colour sersety) whething helmats:
- KIND CARRIESS & TO Present
- Asohar Card slong with your those
- Crighted Advictored Contification (all from 30° to Highway) with 2 set of photocopy.
- 5x 3883 ort size photograpis (Resset) leak Peethook photosopy

For Experience candidates.

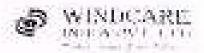
- Original Resignation Letter with advisowint portent If sequired
- Redeving letter from provious employer (Chighid) If requires:
- " on "of compensation last drawn (a Norths Original)

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

For Windows Insist Private India Limited.

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- L. You are design and M. TRHINES, EWINNEER.
- You are excited to recover removes solder of TMR. | (PT) p. PM. Proc. Rosel, for remodelizer & Travel. private.
- "Voor anguloyment usual be suspect to the floring to conditions, it entiresed in your apparatus and talket. Which will be brased to you on your joining state."
- 2. You will be on probation for a period of so mostics from the data of joining.
- 4. Means thing the below lakes decurrents i details on your day of joints.
- Based on the performance will provide overseas apportunities after 6 months of work completion.
- During Joining have to being the PPS's (safety Shoo & Yolkov Colour safety working helmet)
- Intr Caddeex & ID Front
- Aacher Card along with your DCE.
- Ongred Academic Derifficates (all from 19th to eighted) with 2 set of photocopy.
- Six passport size photographs (Recent)
- Bank Parabook photocopy

For Enperience conditions.

- Orvarial Replacedon Letter with admovindgement If required
- ... Agreed gleater from previous employer (Original) D'rect had
- Proof of compensation last drawn (5 Months Original)

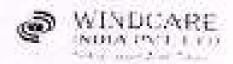
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For Windows Invite Private Insile Limited.

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We are pleased to have the vertorne letter, basic on your interest and submission of againston. Becally of the terms and conditions of velocine letter are as under:

- 1. You are designed as TRAINETS. E. MANUEL.
- You are entitled to recube compensation of ann. <u>I profiled and PM. free Pool</u>, Accommodation & Trevel.
- Now employment would be subject to the Terres & Conditions, mentioned in your exportment letter, which will be imped to you on your joining date.
- E. You will be on production for a period of six months from the date of joining.
- Picase thing the below littled documents / details on your day of joining.
- Sessed on the performance will provide Overseas opportunities after 6 months
 of work correlation.
- Buring Joining have to bring the PPE's (Selety Shoe & Yellow Colour safety working helmet)
- KNZ (Address & ID Frag).
- Andhar Card plane with your DOB.
- Original Appelancia Certificates (all from 10th to Highard) with 2 inst of photocopy.
- Six passport size photography (Report).
- Bank Spackage photograph

For Experience candidates,

- Original Resignation Letter with advisoryledgement If required.
- Relieving letter from previous employer (Chighal) If required.
- Proof of compensation but oneen (5 Months Original)

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

Yours broke

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For Windcare In the Private India Limited.

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28 E.S. (2011) Physical Carries Spec, the crassipating - 627 451.

Sept 16/3/12

Dear D. Bhasath

We are pleased to offer you the full-time position of Trainer at Parmer construction, Thursdock with a start date of 16-3-1002. You will be separting directly to Mr. Sivareshwarm at Parmer construction, Timurelyell, We believe your Alife and experience is an excellent match for our community.

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

The annual starting salety for this position is Rail, suitable per Agreem. In addition to this starting salety, we're offering you becomes, commission smarrares, etc.

Your simpleyment with Panner construction will be on an at-will basis, which means you and the company are free to beautifuse the employment relation drip at any time for any reason. This latter is not a contract or guestatic of employment for a definite amount of time.

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

Please confirm your acceptance of this offer by algoing and 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 in any time,
Sincords,

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Manager,

Pagner Construction.

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ens 16/8/22

Down of Bookshi Rei

We are pleased to offer you the full-time position of Trainee at Pasner construction. Enumerically with a start date of 16-5-2013. You will be paperting directly to Mr.Sivareshwarm at Pasner construction. Timestyeli. We believe your skills and experience is an excellent match for our company.

In this rule, you will be required to Unince Position for first one year.

The annual starting salary for mis-position is \$3,1,30,000 per Amount. In addition to this starting salary, we're offering you because, commission structures, etc.

Your employment with Panner construction will be on an at-will basis, which means you and the company are thes to terrate see its 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 Person destruction you are also eligible for our benefits program; which includes [medical insurance, 400(k), received time, etc.], and other benefits which will be described in more detail in the Jennelovec handbook, organization exchange etc.).

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

We are excited to have you juin our tennel If you have any questions, please feet free to reach our or any time.

Sincerely,

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McMarigan

Manager

Panner Construction

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One 16/3/22

Des G. Kalessweller

We are pleased to offer you the full-time position of Trainee at Pastur construction, Transitati with a stan date of 16-3-2022. You will be reporting directly to Mr Sivoneshwaran at Pastur construction, Transitati. We hobers your skills and expedence is an excellent match for our company.

In this cole, you will be required to Printee Position for the one year.

The annual entring entary for this profittion in Ref., 30,000 per Amuro. In addition to this starting sulary, we've offering you because, determission 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 supplyyment relationship of any time for any reason. This letter is not a contact or guarantee of employment for a skiring encept of time.

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

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

We are excited to have you poin our team! If you have any questions, please fast free to seach our or my time.

Signarely,

Mr Minneson

Manager

Pariser Communication

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28 E.L. griff in Methicler Survey Signs, Communication - 627 451.

and 15/3/22

Deer to Santhash

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

In this role, you will be required to Trainee Publication for from one year.

The arrival starting severy for this position is Re I, \$0,000 per August. In addition to this starting salary, we've officially you because, commission structures, etc.

Your corp owners with Pannes construction will be on an at will basis, which means you and the company are free to immirate the origination relationship at any time for any conson. This letter is not a contract or guarantee of employment for a definite amount of now.

As an employee of Parmer construction you are also eligible for our benefits program, which includes [medical interance, <0.00k], country 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 latter by 30-3-2022.

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

Sincerely,

Mr. Municipa

Manager

Panner Construction

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and 18/3/22

Exas & Morinandi

We are placed to offer you the full-time position of Traines at Panner construction, Translated with a start date of 16-3-2022. You will be reporting directly to Mr. Sivancia warm at Former construction, Toranelyeli, We believe your starts and experience is an excellent match for our company.

he this role, you will be required to Unitare Position for first one year.

The arread starting value for this position is Et I, 10,000 per Jonnan. In addition to this starting salary, we're offering you because, commission structures, etc.

Your amployment with Pariser construction will be on an at will basis, which means you soil the company are free to terminate the employment relationship at any time for any reason. This latter is not a contract or suggested of employment for a definite amount of time.

As an employee of Paones construction you me also eligible for our benefits program, which includes [analizat insurance, 101(k), vocation time, etc.], and other benefits which will be described in more detail in the fermi-hyperium/book, crientation package, etc.].

Please confirm your appopulate of this order 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 our at any time.

Sincerely,

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C PHOTOSHOOTO

OFFER LETTER

Dear Kaviya S

Photoshooto is excited to being you on board web developer.

re just a few formalities away from getting down to work. Please take the time to feview 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 TLs will be assigned once the onboarding will be done. Your internship will be starting on 25th February, 2022 at work from home (remote). Expected hours of work are 6 days of week and 4 hours a day.

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

on will be provided with the some of the intellectual property like, LOGO, ompany'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 31th January 2022.

Regards.

Siddayya

Siddayya Swamy DIRECTOR \$=

Candidate's Signature

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OFFER CUM APPOINTMENT LETTER

To:

Date: 28-APRIL- 2022

ISHWARYA, K

Subject : Appointment for Trainge Manager/ Development Officer

Dea: Candidate

We are pleased to offer you the position of TRAINEE MANAGER/
DEVELOPMENT OFFICER at THE INNOVATIVE GROUP (Division of
Impost). 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, Parks 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

Thanga kumar K

The Innovative Group (Division of Impact)

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Position of Software Engineer Trainee from Mitrahsoft Inbox





HR Team 29 Apr to me v





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

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UNITED HANDS SOFTWARE SOLUTIONS (OPC) BYT STD

275/A 18-3, Trans Colony, Kellapatty, Animopy (PO), Tiruchengode, Namakkat, Tamii Nado, India, 637214 Office: +81-762 491 9805

https://www.unitedhands.ct/

TAN: CHELOSSISSI FAN: AACTUS-11E



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Debta: 10/02/2022



TO WHOMSOEVER IT MAY CONCERN.

This is its conflying Harvaraneurya 0 not stored the internship program at UNITEDHANDS SOFTWARE SOLUTIONS(GPC) ave. List from 27Jan 2622 The duration of the internship program is little months.

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

We wish him at the best for his upcoming conten-





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DIRECTOR UNITED HANDS SOFTWARE SOCUTIONS OF CHART LTD.

PERSONAL PROPERTY OF THE PROPE





APPOINTMENT LETTER

of 20, 2022

mic Milnio A.

alcores in Valoro Limited (Company/Wipre) and congraturations on your appointment as Project Engineer. The terms of your appointment as Project Engineer. The terms of your appointment is the Company to Relate below. Please be informed that the forms may be modified pursuant to changes in the impany policy updated from time to lime.

Appointment Details:

- is. The date of expositioners is effective from the date of joining, unless otherwise communicated in writing by the Company,
- b. You will be an property if a period of 12 months from the date of your appointment. De complicion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other orderts as cashe to your pand and street. Unless continuation is communicated in writing, your probation period shall be desired have been extended.
- The refrement age is \$5 years.
- c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, as exactne or efficient 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 may locate a sustance of locating transfer, weaking trains, he fidoys, fewer, people policies, etc.
- a. We provide support to set global customers through various Company locations in trols to self-customer requirements by operating Start. You would be operating from any of fivese locations and in any of the sit for including maint shift, as may be decided by the Company locations in mind the best was read and deliverables to customers.
- 6. This offer of appointment is subject to your auccessful completion of all confector requirements as told down by the University) and after for overs of the degree/biploise and the requirements. Including aggregate, specified by the Company for your role, and any other orders specified by the Company in terms of your advantaged as affections property the date of appendix ont.
- g. The cops of this letter duty signed by you, has to be manufactly automitted on the cisis of joining,

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- Compensation and bonotics is operational with American His Sistery Offer Street.
- b. Variable Pay The details of this component are base in Associate VI. The Variable Pay programmely be changed or modified in part or full thereof from time to time, at the solo observing of the Company.
- o. Other compared an analternate in accordance with Company policy as meaning and intensive to you from lone to the ac-
- if. Your palary will be reviewed periodically us per Company policy.
- Changes in your companies one at the Company's discretion and will be out just to and on the basis of your effective.
 performance and the performance results of the Company during your period of a implayment past other relevant orders.

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will also be eligible for.

a. Leaves, for Wat and working house on opplicable to your stream and location of postings, and required for interesting the second contract to the second contract of the second contr

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- as Wilper black op Assistance Scheme (MAC) provided you are not covered under the purview of the ESI Act.
 - i. Employed: Depolits Program sponsored and administered by the Company for management employees, something of pendian plan of gratuity plan, survivor borofit plan and industrial injury benefits.
- Plause refer to the actolled policies in the Company's intransi potal i.e. mywipna wipro.com.

Responsibilities:

- a. In view of your position and office, you was it tile expected to parform all responsibilities effectively, disjently and to the best of your abolity and engine results. There may be times when you will be expected to work settle fours to achieve the etways when the lob our required. At a littless, you are required not to engage in notivities that have an will have an adverse impact of the regulation I mage and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business perpesse for which you will be eligible for re-rebusement of travel expenses us no the Combany policy applicable to you.
- o. We are committed to ensure Telegraph in at aspects of the Company's functioning. You are assected to conside with all the applicable policies of the Company including the Code of Business Conduct and Rife of (Rollchef) set they form an independ part of the turns of equi proprovises twith Wilpro. Consequently, you are required to conformed the source and intent behind those policies and to comply will the same. These Policies are updated / modified on a puriodic tanks and now policies may be imposticted and notified to employees from time to time and you will be required to comply with the same.
- 5-Consistent with tot above, give motor or situation or incident that may arise that could potentially result, or has resulted, in ny violation of the Policius or the farms of your employment, shall immediately be brought to the notice of your Business A na Henri and appropriate a applitment action will be indicated...

Conflict of Internal

- a. You are required to engage yourself exclusively in the work congred by Weins and you shall not take up are independent of authorized assignments (whether part time or full time. In an advisory supportly or observably described well-rule from services weithin concent of your Business Unit Hand.
- You shall ensure that you shall not, circody or indirectly, engage in any activity or have one microstinum in the arty. services for any person who is involved in addyline, which are present but a conflict with the interests of Wipro.
- 2. The Conflict of Interest Policy also refers to the need on your part during your employment and for a period of one your from the countries of your employment with the Company (trespective of the circumstances of, or the seasons for the consistion). not to exticit. Enduce on empourage:
 - Any employee of the Company to terminate their employment with the Company or to Accept employment. with any contration, supplier or any customer with whom you have a connection ourseant to your employment. with the Constant.
 - ii. Any customer or venutor of the Consigny to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - III. Any existing ample sea to become associated with, or perform services of any type for any fixed party.
- d. In case of any conflict or doubt, alease decree the matter with your due reas Unit Head, to expendent the Company's coadion on this and reaches the conflict.

Conflicted district

- a. In consideration of the apportunities, asining and access to new techniques and know-new that will be made available to you. you will be recalled to comply with the Confidentiality Policy of the Company, Therefore, please maintain at Confidential information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be nearlied under obligation of lew or as may be required by the Company and in the course of your employment. This governors shall endure during your employment and beyond the constition of your ensultament with the Company (incapables of the circumstances of, or the regions for the consider).
- b. In your work for White you will be expected not to use or disclose any confidential information, including trees werrets of any former ectaloger of other person with whom you have an collection of confidentiality and by skyling below you affirm that you bown no conflicting abligations or man compete agreements that would prevent you from working without limitation for the COMMONW.

Assignment of Intellectual Property.

connection with your employment and during the term of your employment, and during the term of your employment and during the term of your employment and during the term of your employment or play the part of your employment and during the term of your employment.

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offices of your employment with the Company you will be providing services to performers or cheets of the Company you will be providing a process you will be installing sent state unformation including but not limited to key exclored to the Company, con police. Parties you are personal personal or a few dense (Good dense) alternation). You delease locke and recognize that Careldensed todays ovaliable to you, if leaked, would counce irreport to home to the Company and its protection is of atmost importance to control or present the process of the period of the (\$1 months after period of your amployment from the Company Branspecture of an energy, the common on a process of the papers have you will not about any offer of employment from a customer or dient with myou have introduct or worked in a profession of capacity representing the Company during the abi (firm which preceding the of apparation.

arrestal.

offer of appointment is outlined to the precondition that you have not provided up with any little declaration analyse previously in willfully suggested any material information. If at any point of time, it is brought to but notice that you have Tribute interpretation of the description of the proposed of the suppretation of the s erround from popular with immediate ethals and the Company reserved in right to include appropriate action as per applicable. by and for extorce remotion available to us under how.

and note that yes, are required to inform on Pithers are any agreements, and us written, which you have entered into and exhats products to or effect your commitment it sinds this employment contract.

- a. You substitutedge that you have understood the terms of this employment contract and from you are sweet that the specific performance of the joints of this employment contract may be enforced legally. If required, in this connection, if any of the The backs of this latter of appointment are declared or loand to be used or an embrosestic due to any meson efficiency in the Training provisions of this letter shall combrate in full force and a fect.
- There employment because approach and replace any existing appropriate or a sharetanding, if any, between the Company and our on the come without makes.
- or You rearrant that you are not presented by any open or by any other administrative or judicial suffering a coder from providing the sometics required under this employment control to the event that you are not a callest of the opening of plinting, you at pelo happy if white work parent, to work, in the country of positing
- 5. Your appointment shall be usualed as withdrawn in case:
 - i. You have not soured minimum aggregate marks of CON, in your 10 ft Standard or equivalent education.
 - it, You have not accord makes in aggregate made, of 60% in your 12 to Standard or equivalent education.
 - m. For Graph steet: You have not sponed minimum appropriating the of 60% in your graduation.
 - to. For Post Greek along You have not exceed with more aggregate marks of 50% in your graduation and 50% in personnender.
 - You have any pending become act america on the date of appointment.

longs note that at any stage, whether during your ordine test and/or interview process or upon joining the Company. If it legat to our notice that you have indulged in resignactions or used Hingal means to clear your online resolutions. the logigate, shall willedness or reverse the ofter with insmediate effect and we reserve our rights to take suitable ection against DE Wes Stay thorn St.

D. Youkken Aurostrern

to part of your except transition from essipus to corporate, the Company shall be providing you extension training through learning ntorversions from the time of your selection to on-boarding. You shall be provided an apportunity to learn in Pre-Joint programm. Bell-exected searing modules, MOCCs, in-distances localing, seather co-balance, Top Geor meaders, and her customer specific inclo and technology learning. Through this ectavisive training the Company makes significant inscalarent for your project read horse and excess of four ridy in the projects, in consideration of the Company reporting considerate in you and participally say with the appealantly to undergo the test sing as detailed above and in conditionation of the company bearing at the contact is connection with The brake ing besides) paying you neutral solary and benefits, you schemily agree to complete the training and continue your amplifyment with the company for a period of or least 12 months commencing from the case of your judging, in case you drawn to energy the Company before the expension of the cald period or if your tendors one term nated before the expension of the seld period. brany reason affectioner, you shall be liable to pay to the Company by Atalae demages of up to Ha. 75,000 a Repeate Sourcey -we Thousand only) is the province defreed in the marking equationers, objects by you with the Company.

11, Motice Period & Jermination.

share a reprovement with the Community shall be better to be, in the property by arthur share parting one-capital residue sur-sp account of the contract of the soling period. However, if the Compatie day you see to consign a following interesting the Companied you wast do so. Notice

Date: 5/12/25

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74A/17 Muppedobil Ammen Kevil Spect.

Vickramisingsparent,

Timeshob-627425

Dent Surya.

Welcome to Cartisian Inc. 8.

In our new journey, you will be experimenting and learning while understanding our accepty both values and correctationships with our clients that are the communitones of our organization.

We look forward to working with you and wish you success in your coreer with us-

Witne regards.

Lenter.

A ROSEPH Vice President Consisses Inc.



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Surve T.

74A/17 Mappadethi Ammus Kovil Street,

Victoriansi approment.

Timmelweit 677425

Dear Surya.

Congratulational We are delighted to make you an offer as Software Engineer laters and your pole is Software Regiment.

Here are the terms and conditions of our offer:

Deliving.

Your terrorive achefuled than of Joining Internatio will be 6 December, 2011. In case of inconvenience of either parties, adjustments can be made on the joining data.

Location

Your lucation of posting is Timmelyeli. You may be assed to release to any of our units, departments or the offices of our affiliates und/or the offices of our outcomers, depending on business requirements. In such an event, your renumeration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.



You are cutified to human Leave for 12 working days familify, right from your date of joining POWCOLLEGE OF PROTESTED & TECHNIQUES NAMED RESIDENCE TWANTARD OF THE OWNER.

TELLES VALUE OF SELECTION

Agreement.

Dur offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details be, the exope, terms and conditions of your employment, the



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

Salary

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

Natice period.

During the services period, if your performance is found to be arealistherapy or if it does not meet the prescribed criteria, your training a employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' month or salary thereof in once you decide to fease 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 case of the two months' notice period. Similarly, the Company can terminate your services by giving two months' notice or salary thereof.

Buckground checks

The Company may, at its discretion, constant background checks prior to or after your scheduled fate 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 obsolt is found to be unsatisfactory, we reserve the right, in our sale discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited differentiation of your employment.

Other terms and conditions:

You agree not to undertake employment, whether full-time on partitude, us the Director / Pertrue / Namber / Employee of any other organization / only assemble many from or husiness notivity without the consent of Certizen Inc. The artisent into he given subject or any terms

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and confisions that the Company may datak 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 embediment of your agreement with regard to this subject motter and supersedes any other premises, warranties, representations or agreements, whether written or oral, it is entered into without reliance on any promise or representation other than those expressly contained handin, and it cannot be modified or amended except in writing aigned by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be filegal or unenforceable, such terms shall be assessed 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 Tinuselyeli, India.

Please be adviced that you, by accepting this offer, hardly give your irrevocable accept to the above.

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

Yours sincerery,

A JOSEPH Vice President Cention Inc.

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

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Sign your name

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Print your rame.

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ANNEXURE - I (Campensation ofter One Year):

ROLE	Software Engineer	
MOLE DESKINATION	Software Register	
MONTHLY COMPONENTS		
RASKINALARY		21,300
FIXED DEARNESS ALLOWANCE (FDA)		2,500
BASKET DF ALLOWANCES (Time to to be used town as HRA, 1.TA, Medical Allowance, Children's Education Allowance, Transport Allowance)		1,000
MONTHLY GROSS SALARY		25,000
Yearly boson will be provided based on the individual performance (Variable)		I to \$1,000 For account
Vinety bonus will be provided based on the company performance (Vintable)		9 to 53,000 Per sonner

ANNEXURE-II

(Compensation for the first Six months)

COMPENSATION DETAILS [All rigues in INII per month)		
WOLE	Software Engineer	
ROLE DESIGNATION	Software Engineer Intern	
MONTHLY COMPONENTS		
STIPEND FER MONTH	5,500	

(Compensation for the fredning period of Six months)

COMPENSATION DETAILS [All figures in 1960, per present.]		
Software Engineer		
Software Engineer Trainer		
	15,000	
	All figures in 249, per mantil; Software Engineer	

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Der Livo Rubramanian (CKF)

12/1/22

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

In this cake, you will be required to Trainer Position for first user year.

The served starting salwy for this position is Rs.1, 20,000 per Amum. In addition to this starting salary, we're offering you because, commission structures, exc.

Your employment with Digisation 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 season. This letter is not a enterest or guarantee of employment for a definite amount of time.

As an employee of Digisarior you are also alighte for our benefits program, which includes [modical insurance, 40100, vacation time, etc.], and other benefits which will be described in more detail in the Jempleyee handbook, orientation mekaga, etc.].

Please confirm your acceptance of this offer by signing and returning this letter by 16-3-2022.

We are excited to have you join our team! If you have any questions, please feel thee to much out all any time.

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12/1/22

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

In this sale, you will be exquired to Trainee Position for first one year.

The annual starting salary for this position is Rs.1, 20,000 per Americ. In addition to this sourting salary, we're offering you bontons, commission simultants, etc.

Your employment with Digitation will be on an at-will basis, which means you and the company are free to imminute the amployment culationship at any time for any reason. This latter is not a combact or guarantee of employment for a definite guidure of time.

As an employee of Digitalian you are also eligible the our benefits program, which includes [medical insurance, 402(k), vacation time, early, and other benefits which will be shapilest in more detail in the femployee headbook, orientation package, etc.].

Hease confirm your acceptance of this office by signing and cotaming this lease by 30-3-2022

We are excited to have you join our textof if you have any questions, pieces feel free to reach our at any time.

[GIBIOGHAL]

With Deat wishes,

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Down Albanaya (CAS)

12/1/22

We are pleased to offer you the full-time position of Trainee at Digitalite, Tuticorta with a start date of \$2-1-2022. You will be reporting directly to Mr.Hayaraja at Digitaliter. Tuticoria. We believe your skills and experience is an excellent match for our correspond.

in this role, you will be required to Traines Position for first one year.

The annual starting solary for this position is Rull, 20,000 per Annual. In addition to this starting salary, we're offering you because, coromission structures, etc.

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

As an employee of Digisalise you are also eligible for our benefits program, which includes function) insurance, 40 life, vection time, etc.), and other henefits which will be described in more detail in the jemployee hundreste, orientation package, etc.).

Please confirm your acceptance of this offer by signing and esturning this letter by 38-3-2002

We not excited to have you join our town! If you have any questions, piense fool free to reach out any time.

[GIGIOCHUC]

With Dest wishes,

Newsya 8 Founder/GEO PRINICIPAL

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Karamarikarthik.R. 17237,Pilleyedsevil street, Veregopanan,V Vickramaragaperen.

Dear Karamarikarthik,

Welcome to Contigen Just 1.

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 conventence of our organization.

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

When regards,

Y^ -

A JOSEPH Vice President Centiven Inc. 3%

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Karamarikarthik R.

LQ17.28 bysdiavid street.

Varegaganian,V

Vickernasingoparam.

Den Karanonkerhik.

Congratulational We are delighted to make you an offer as Software Engineer Trained and your role is Saftware Engineer.

Here are the terms and conditions of our offer:

Joining:

Your remative scheduled date of Joining will be 2 blay, 2023. In case of inconvenience of wither parties, adjustments can be made on the joining dots.

Location

Your leasures of posting is Translycli. You may be solved to relocate to any of our units, departments or the offices of our affiliates and/or the offices of our customers, expending on business requirements. In such an event, your remureration and other benefits shall be determined in accordance with the or second Policies of the Company in that work location.

Eggest 1

You are entitled to flamed Leave for 12 working they aroundly, right from your date of joining. PONCO (A DE DE DECENSOR DE PROFESIONES DE

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Agreement

TRUSTLYSHI WAT - 437 this -Our offer to you as Software Engineer is relejent to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the recessary training and the correspond obligations rewards Centreen Inc., from the date of your joining and up to a period of 36 mentls including training period. You will be required to templets the formalities on the Service Agreement at the time of joining. Please note, ourexecution of the naturated Service Agreement will negat in densel of employment with the Company.

Satury

Your Total Gross Salary for the training period of six months will be INR 15,000 per month. After training your Total Gross Salary will be INR 25,000 per month. There will be an increment in your salary based on your performance after the completion of three years' service. The break-up of your salary has been provided in the Compensation Details short in American—I and American—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 florated in case you decide to have our services, subject to the Company's discretion. Where depulmentances make it recessary, the Company will have the discretion to achieve you only at the end of the farm months' notice period. Similarly, the Company can terminate your services by giving two months' notice or salary thereof. Notice period can be served only after the service agreement period.

Buckground checks

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

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

Guarantee

As a guarantee you are agreed to keep your all-original education considered with the outlody of Centinen.

Other terms and conditions

You agree not to undertake employment, whether full-time in part-drop, us the Discotte Partrer (Member - Employee of any other organization / embry engaged in any form of occinent activity without the content of Centism Inc. The content may be given subject to any terms

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 supersedus any other promises, warrantee, representations or agreements, whether written or one. It is entered into without mileace on any premise or expresentation other than those expressly contained bearin, and it connect 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 use 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 lows of India and you hardry agree to the exclusive jurisdiction of the courts in Timeshall, India

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

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

Years succeedy,

A JOSEPH Vice President Cention Inc.

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

Sign your name

First Ministry St. For This little is a first to the form of the contract of t

Front your name Learning

ANNEXURE _1 (Compensation after Six mentio)

	COMPENSATION DETAILS (All Egans is IN), per month)	
KOLK	Software Engineer	
BOLE DESIGNATION	Software Engineer	
MONTHLY COMPONENTS		
BASICSALARY		21,500
HXRD DEADNESS ALLOWANCE (FDA)		2,560
BASKET OF ALLOWANCES (This is to be used towards ERA, LTA, Medical Paymence, Children's Education Allowance, Transport Allowance)		1,000
MONTHLY GROSS SALARY		25.000
Yearly bonas will be provided based on the individual performance (Variable)		D in 50,000 Per appear
Yearly learns will be provided based	on the company performance (Variable)	4 to \$0,000 Per session

ANNEXURE-II

(Compensation for the first Six months)

19 11	(All figures in DR per month)
BOLE DESIGNATION	Suffware Engineer
	Solloure Engineer Fraince
MONTHLY COMPONENTS	
NTHLY ORDSX SALADLY	
- 1000000000000000000000000000000000000	15,130



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15/9/202

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We are placed to bout the welcome letter, pased on your interest and submission of replications. Depaid of the certag and conditions of welcome letter and as appear.

- . Tourse designated on TOATHEE ENGINEER
- will send the exact date of joining outsits through SMS.
- Toward entitled to recove compensation of IMR | DOCO PM. From Food.
 Accommodation & Travel.
- 4 Your employment would be subject to the Terror & Conditions, manifested at your appointment letter, which will be bound to you an your pures date.
- It. You will be an probation for a period of six months from the date of paring.
- Presse bring the below latter does not is indetails on your day of joining.
- Secol or the performance will provide Overseas opportunities after it mentles of work completion.
- During Joining have to bring the PPE's (Sefety Shoe & Yellow Colour serfety, working helinet)
- EVC Lerionetz & 10 Proof)
- Author Card plong with your DC6.
- Original Academic Cartificates (all from 10° to Highest) with 2 set of photocopy.
- Six pasagort stee photographs (Recent).
- Bank Rassbook photogory

For Experience candidates.

- One hall Resignation Letter with acknowledgement = 17 Potohed
- Retrovers retror from previous employer (Original) If traps red.
- Proof of compensation list drawn L3 Months Original?

Lesions forward in a long and mutually beneficial career with us.

Poors Ively

For Windcare In 46 Private India Limited...

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WELCOME LETTER

15/9 2021

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Congratulational

was are pleased to save the welcome letter, bessel or your extensitions and submission of applications. Data is of the terms and conditions of evolutional letter are as under:

- tou are designated at TRAINEE _ FAMILIANESD
- You are entitled to receive comparaction of SNR 15000, 1— PM. Pres Food. Accommodation & Towal.
- Your employment would be subject to the Tierro & Concident, intertained in your appointment letter, which will be intend to you on your printing ticks.
- 5. You will be an probable of far a period of six months from the data of joining.
- Alease bring the below listed decements / details on your day of joining.
- Second on the performance will provide Overseas apportunities after 6 months
 of work completion.
- Buring Joining have to bring the PPC's (Safety State & Yelliaw Colour writing working national)
- CYC (Austrelia Sci ID Report)
- Another Date along with your DOB.
- Criginal Academic Contificates (oil from 10" to Highest) with 2 are of photocoop.
- Six passport size photographs (Recent)
- Bank Pesabotic photocook

For Experience candidates.

- Original Resignation Letter with admovint year ent + 15 required.
- Reducing letter from previous amployist (Ongsist) = (I reduced)
- proof of compression into drawn 15 Models Ordered

upplicate forward to a long and mobilely burieful Cores with us.

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For Windcare In-4id Private India Limited.

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WELCOME LETTER.

15 19 2021

- JEMEER STEFFY IN

Congretulational

We are pleased to inside the wescarse letter, detect to your interest and submission of applicable. Detects of the series and conditions of velocine letter are so under:

- 1. Incomplete of TRAINEE ENTINCER
- Togland control to receive comparisation of THE TOTAL (** PM. From Hood. Accommodation & Travel.
- Four employment would be subject to the Terris & Conditions, then and to your appointment letter, which will be easied to you or your joining date.
- You will be probable for a period of six months from the data of all stigs.
- 5. Please tring the below listed documents I cess is on your day of join 49.
- Resect on the performance will provide twerfers apportunities after 6 months
 of work completion.
- busing Joining have to bring the PPE's (Safety Shoe & Yellow Colour safety working helmet)
- KYC šadbievst & to Prestř.
- Auditor Card along With your BOB.
- Original Academic Codditions (oil from 20th to Higher) yaltr 2 and all administrate
- Six passaort stee phistographs (Record)
- Bars Pessbook photocopy

For Experience candidates.

- Original Assignation Leber with address advector and If required
- Reverse letter from previous employer (Original) 17 (top) (ct)
- Prod of compensation (not drawn (1 Months Cagnot)

Looking forward to a long and mutually beneficial cores with as

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For Windcore Dy 67 Princip Bullo Limited.

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WELCOME LETTER

1519 12021

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Congratulational!

Bell.

We are placed to make the watcome letter, based on your interest and authorision of adolestics. Despite prime prime prime and or address of regionne letter are as under:

- L. The are designated as TO A INCE EMONE IN EEO
- You are entitled to receive componention of THR <u>Linkon Leg. PM. Proc Foods</u>. Accommodation & Travel.
- a. Your exprograms would be subject to the Terms & Contritions, mentioned it your exponences letter, under will be liqued to you or year towns 1996.
- 5 hou will be on probables for a period of six months from the date of this inc.
- Figure bring this below listed documents / details on your day of (c.f. Fig.
- Based on the performance will provide Overseas opportunities after 6 merchs
 of work completion.
- During Joining have to bring the PPE's (Serety Shee & Yellow Colour safety working halmet)
- x40" (Andrew & ID Proof)
- Assitive Earl elong with your GOB.
- Original Adademic Cardinates (a) from 10" to Highest) with I set of photocopy
- Six passport size photographs (Repart)
- Rank Pessionol, photocopy.

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- Drighal Resignation Letter with acknowledges unit = 11 sequent.
- Relieving letter from previous employer (Original) If required
- Principles compagned on that extent (it Months Original)

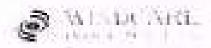
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We are pleased to itsue the valorine letter, based on your infrient and submission of depication Database of the parties and conditions of varieties. After the columbia:

1. TO SECREPT OF TRAINES. GNORWELL.

 Nave state of commencement of Employment will be by: Will sand the exact date of joining details through NMS.

I You are analised to receive componentials of THE . INCOM. !-Firend Apparentocation & Travel.

4. Your proprietable would be subject to the Terror & Conditions, increase of the your oppositioners better, which will be inspected you only or defining date.

You will go on prepation for a period of six months from the date of particle.

Please Brien the Below Sitted documents / details on your day of 30% no.

 Based on the performance will provide Overseas enganturation after 5 months: of search completion...

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end - (Address & 10 Proof).

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For Experience condidates.

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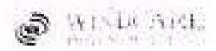
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We are pleased to assign the welcome tensor, based on your laterest and submission of application Details of the terms and conditions of welcome letter are as under-

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- Your toke of commencement of Employment will be on. Will send the scart date of joining details through 5765.
- 3. You are entitled to receive compensation of IMR ICCOV -Freed Administration & Towns.
- 4. Your arratioyment would be subject to the Turns 8 Conditions, mentioned in your appointment letter, which will be assed to you on your joining date.
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- 7. Based on the performance will provide Overseas apportunities after 6 months of work completion.
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- Audisor Cord along with your DOS
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For Experience candidates.

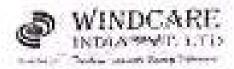
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For Windows India Private India Limited...

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- 4. Your employment would be subject to the Terms & Conditions, Montioned in your appointment letter, which will be leased to you on your joining date.
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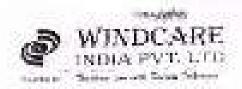
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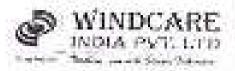
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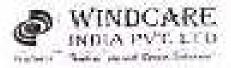
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- Original Resignation Letter with admostedgement If required
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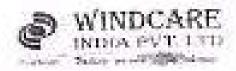
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- TRAINING SUMMER 1. You see configuration as ... Your date of commencement of Employment will be on. Will send the exact date of joining details through \$145.
- 3. You are settled to receive companiation of LWR ICETION -PM. Proc Pools,
- Accommodation is Times.

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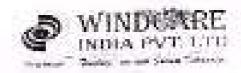
- Ortginal Resigne Son Letter with ucknowledgement If recalled
- Releasing letter from previous employer (Original) If required
- Proof of compartation last drawn (3 Months Original)

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For Windcare India Private India Limited

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- 3. You are critical to receive compensation of DRR (CCCCV) PM. Proc Food. Accommodation & Traval.
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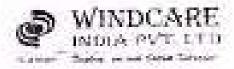
- Original Resignation Letter with acknowledgement If required
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For Experience candidates.

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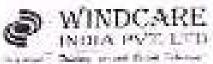
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For Windcare India Private India Limited...

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- TRAINES. You are designated as ____ Your date of communicament of Employment will buron; Will send the exect date of joining details through 5945.
- You are entitled to receive comparisation of IRR. ATYON Americand the & Treed.
- 4. Pour employment would be subject to the Texts & Conditions, mensioned in your appearament letter, which will be based to you on your graving date.
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For Experience candidates.

- Only sail Resignation Letter with advisoried person. If required
- the leving letter from provious employer (Original) If required
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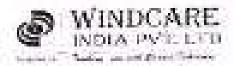
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- 1. You are designated as Repaired. Charles Andrew Your date of commencement of Eviplosment will be on. with send the exact date of joining details through SHS.
- You are entitled to receive compensation of SMR (1990) PM. Pres Food, Freeze, Appointmodation & Travel.
- 4. Your employment would be subject to the Torms 5 Conditions, thendoned in your appointment letter, which will be isseed to you on your joining date.
- 5. You will be an probation for a period of six months from the date of joining.
- Please bring the below level documents / details on your day of joining.
- 7. Based on the performance will provide Overseos opportunities after 5 months of work completion.
- 8. During Joining have to bring the PPE's (Safety Shoe & Yellow Column safety working helmet)
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- Six passport size photographs (Record)
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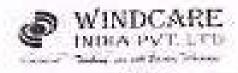
- Original Resignation Letter with extraordedgeness; If required
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- PROMINER 3. You are designated as ____ Your date of continencement of Employment will be an .
- Will send the exact data of joining details through SMS.
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- Accommodation & Travel.

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- You will be on probation for a period of six months from the date of telegra.
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For Experience candidates.

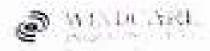
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- Reflexing letter from provious employer (Original) If required
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For Windcare Inche Private India Limited.

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For Experience candidates.

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- Proof of compensation that drawn (2 Months Only in)

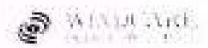
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- 5. You will be on probation for a period of six morally from the date of joining.

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- Orbinal Resignation Letter With advisowed behand If most test
- Referring letter from previous employer (Original) If regulant.
- Proof of companiestion lest drawn (2 Months Orwing).

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- You are so that to receive companies on DNR 1 fold to 1 m. PM. five flax: Accommodation 5 Travel.
- Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining date.
- You will be an probation for a period of tip months from the data of joining.
- 6. Reaso bring the being listed pocuments / details on your day of joining.
- Rased on the performance will provide the recomportunities after 5 months of work completion.
- During Joining have to bring the PPE's (Safety Shoe & Velicer Colour safety working heimer)
- KYC (datases & fill Rood)
- Assistar Card along with your COR.
- Original Absolutio Certificates (a) From 10th to Highest) with 2 set of photocopie.
- Six besspert size photographs thecento.
- Sonk Passagook photocopy

For Experience candidates.

- Original Resignation Letter with school-edger ent. If required.
- Exiliaving letter from previous amployer (Original) If required.
- Fixed of companies ton lest drawn (3 Months Drights).

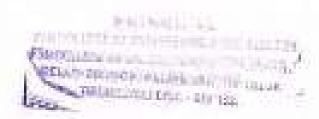
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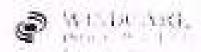
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For Windpare Serial Private India Limited.

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- Accommodation & Travel. Fired.
- Your employment would be autition to the Terras S. Donditions, montained in your appointment letter, which will be lessed to you're soor training fires.
- You will be an probation for a period of so imports from the date of joining.
- Please bring the below listed documents (lower later year day of jointing.)
- 7. Based on the performance with provide Diversion upportunities after 6 months. of work completion.
- Durring Jointon have to bring the PPE's (Safety Shire & Yorkey College street) Conting Service
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- Austral Card along with your DOS
- Original Academic Certificators (all from LET to Highest) With 2 ast of photograph
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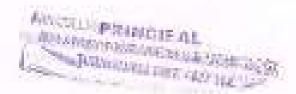
For Experience candidates.

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anding forward to a long and mutually basefold career with us.

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For Mindows Corks Private India Limited...





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CYC - (Appliess & ID Proof)

kadrar card stong with your DOM.

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pe passaner size photographs (PKSPA)

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For Experience considered.

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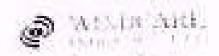
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For Windcare In Self-twice India Limited.

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- 1. You are designated as TOP WIGH ENGINEER
- Your base of commencement of Employment, not be on ... Will send the exact data of joining details through SMS.
- You are entitled to receive compensation of IMR . Local to J. P. Park Forc. Accommodation & Travel.
- To a employment would be subject to the Terrisit, Conditions, mark shed in your approximent lefter, which will be lessed to you an wall falling data.
- You will be on probution for a paried of ab months from the data of joining.
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- 7. Based on the performance will provide Overseas apportunities after 6 months of work completion.
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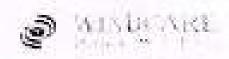
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- Redevelop tettles from previous extrate per (Original) if received)
- Proof of compensation last grown (3 Months Original)

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- L. You are designated as ___________________ENOUNCER_
- Your date of commencement of Employment will be be. Will send the exact date of joining details through SMS.
- FML Free Food. Accommodation & Travel.
- Your employment would be subject to the Terms & Conditions, martisped in sour. appeintment letter, which will be assued to year on your towns date.
- Too will be an probation for a period of six months from the data of joining.
- Proceed bring the below listed documents / data is on your day of training.
- 7. Beauti on the performance will provide Overseas apportunities after 6 months. of work completion.
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- SYC = (Address & ID Proof)
- Austher Card along with your DOD
- Original Academic Certificates (all from \$7" to Highest) with 1 set of photocopy.
- Sit pumport state photographs (Papert)
- Fank Passbook photocopy.

For Experience candidates.

- Original Resignation Letter with admoviadocracist If required
- Relieving letter from previous employer (Original) If required
- Frost of compensation last drawn (3 Months One rail).

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Yours truly.

For Windcare Invite Private India Limited.

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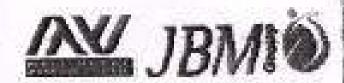
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With reference to your application and subsequent interview in which you expressed your court to hore an apparatoly to learn skill / trade in our ongonisation, we are pleased to secrept your request and indict you as "Apprentice Trainer". Further to the terms and conditions specified in the Training bond. caused on Case of Joining who please note the following:

- 1. Training period will be for twelve selenter meetrs, which indicate on the job training, leaven, disparagin study and theory etc.
- 2. Near removement on will be as mutually agreed upon
- News organization in effective from A. & . 2. A. You will be writing for the benefits / privilege. i be geneity of the east it for tool be stop as applicable to other regular employers. As beginning Your status will remain as Astrontice Testines only
- 4. In case you revoke the training bond issued on Date of Johnny during the training period, you will be required to also one week notice as well to the sum assured.

A cope or the 'Code of Conduct for 2004 Employees' is enclosed below the which you are expected to follow in letter and said.

for Neel Metal Products United

Authorised Stenatory

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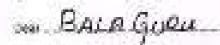


Date: 10/2/2022

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Son-Trainge Induction Letter

with retarrance to your application and subsequent wherevery in which you expressed your desire to have an opportunity to form self / breez in our organization, we are pleased to accept your reductions and broken to "Approvide Training". Further to the terms and conditions specified in the Training hand broken as there are bate of Spining also please note the following:

- It integrated will be for tweez colorder mustals, which includes on the job training lecture, character study and theory etc.
 - 2. Your remandation will be as mutually agreed upon
 - Your engagement is effective from . In E.S., S.A. You will be protied for the increfes / orthhose
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 Your status, will correct as Appreciate. Training only.
 - a. In tase you resolve the training band lasted on Date of joining during the training period, you will be required to give one week notice as well as the sum asserted.

A copy or the 'Code of Conduct for JBM Employees' is envisored vertexitic which was are expected to tollow in letter and talk?

For Nicel Metal Products Limited

Authorized Signatory

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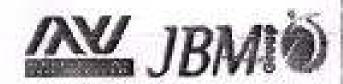
Plot No : 186 TVS Industrial Colors.

Harting, Horar - 635 305

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EX: +91 - 4344 - 277784



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C. VIBALLE (MAE)

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With reference to your application and exponential francier in which you expressed your desire to have an expectanity to learn still / trade in our organisation, we are placed to a project your request and induct you as "Appointing Trainer". Further to the terms and conditions specified in the Training band. cause on Date of Johnson ship phose note the ic loveling.

- Training period will be for twelve calendar months, which includes on the job training fectable. description roady and theory atc.
 - Your remainstation will be as mutually agreed upon.
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 - 4. In case you revoke the training tions issued as Gate of Johning during the training parts I, you will be required to ship one week nighte as well as the ours assured.

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For Heel Metal Products Limited

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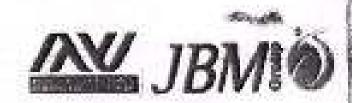
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Plot Wo : 186 TVS Industrial Enterto.

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30 : 401 - 4394 - 277788



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m D. SAM (MAE)

Substitution Letter

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- 1. Training period will be for twelve catender mentry, which industry on the job state in factory. chargeon analy and theory etc.
- Your remaneration will be as mutually served upon.
- 3. Your angagement is offertise from JuDin. 2.25cm with he entred for the proofing a photograalso vices ly off, knowed it feethers halletyer as any leader to other regular arms by our but-Your status will remain as Apprentice Traines only.
- 4 In case you revoke the training bond issued on Data of Johning during the Garrier contact. said by required to give one week notice as well as the sum assured.

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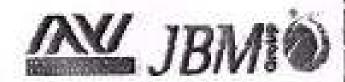
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Plot No : 186 F25 Industrial Crosts.

Hartha, Hoser - 635100

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Sub: Training industion Letter

With reference to your application and subsequent interview is which you represent your certre to name an approximation to leave skill / trade in our argentections my are pleased to accept your required induct you as "Approxime Trainer". Further to the terms and conditions apported in the Training front toward on Dept of Joining size please more than following:

- Training period self-by for decive extender months, which includes by the job statute, destroy, conservant analy and theory etc.
- Your remark student will be as mutually agreed upon.
- Your engagement is effective from _£uCle_2,2.2/ou will be untitled for the binefits / privilege like workly off, legyes & feetival hall days as a policible to other regular consequest, lest was again to a state of a will consule as Apprentice Traines only.
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M. K. MUTAL (MAE)

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- 4. In case you revoke the training band issued on Date of joining sharing the training partial, you will be required to give one week notice to evel in the continued.

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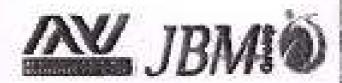
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- 2. Your remuneration will be at multipally agreed upon
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- 4. To case you revoke the training band issued on Date of Joining during the training period, you will be required to give one week action as well to the total staured.

A copy or the Yorks of Conduct for IBM Employees' is enclosed herewith, which you are excepted to follow in latest and uplate.

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 - In page you remake the training transference to Bate of joining during the prairies paying, you
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Date 18/8/2/22

Letter of Appointment

REF NO: PECHANELOPHIS DISTRIBUTIONS

Sean VISH. A (MAE)

We rate to the decussions we had wan you recently and wed to passed to offer you this draft employment offer for the position of JUNIOR MECHANICAL EN THEER in our organization PRANT ENGINEER WAS DESCRIPTION OF PRIVATE LIMITED (GIN: U72900TH:2025PTC187868) \$100.000.

1. Key Terms and Contilling

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Location of employing	Rayagan
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Regular working hours & elonk days per week.	8.5 hours a day a or 6 chays a week Timings 9:30 a.m. jo 5:30 p.m. (usneh Sreek - 12:45 p.m. to 1:16 p.m.)
Vépekly rest days	Salurday and Sunday
Preparionary period	6 Courtes from the date of employment

23/4 Korustaj Street, Suyugini, Totolkosto, traka - 427764 +971 829420660 +05 9043836625

Info@provisinglementag.com

Wester Williams and Western



30 (days)

To be sucessor (TRO)

Validity: This droft employment after is world for ecceptation for a period of 7 days from the date

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

In case you do not send your ecceptance within this period, this other may be withdrawn admost BITY stolete.

Your employment offer later will be femied on the date of joining. The joining formalises one induction will be carried out in our Reports office.

astrong time: Within 30 days of continuous parameters and well-

2. GENERAL EMPLOYMENT CONDITIONS:

C. EMPLOYMENT PERSON

The proplayment per an employed a server are the of unlegted duration and shall continue indefinitely from a manufacture of the company.

b. HOURS OF WORKS

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C. PROBATIONARY PERIOD:

The first one hundred and eighty (180) estander days of employment, from the date of employment, of all be treated us a probationary period. During this period, Company may terminate this agreement of very time arthroat any reason on notice or compounted on Employee shall not be entitled to any type of leave during the Probationary Period. At the and of the probation period, the employee may be "confirmed" as a permanent employee or

d. TERMINATION OF SURVICES:

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that such advance notice is not given, the terremaking purity is bound to compensate the other party with the equivalent tell solery of the Notice Proof or pro rate thereof. Notice given must be served and the Company, at its sole discretion, may write its right to the companisation.

The Company may terminate this agreement without any notice periodical formal companied control in such advertion where the Employee door the covicus disciplinary behavior or not obsymp to local labour law.

3. COMPENSATION AND BENEFITS

REMUNERATION:

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b. OVERTIME:

When required, the property of the copyright work additional hours as may be necessary for the company of the Company business of the Monthly salary of the Employee includes plant to day some that the Employee includes plant to day some that the Employee includes plant to provide the transfer of the Monthly salary of the working hours to company the meditable that the Employee includes the company of the com

C. AMNUAL LEAVE:

The Employee trial for entitled to a good to be self-up a standing days to a calerate year) upon completion of every weaker (12) mentile of continuous service with the Company. Assual leave may be everied at any time strong the year, but subject to completion of the probationary period. The Company reserves the right to change the liming of the Employee's entited leave due to the Company's urgent need or derband. Meximum of 5 annual leave days can be party forwarded to rest year and the nameling leaves will be fortested.

d. SND OF SERVICE BENEFIT:



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Subject to the fore eyes completing a minimum of one year unimproper service with the

e SICK LEAVE:

The Employee is premisted to take the maximum of 12 days in PElishdar year. In the overall that the Employee is admind from work, due to sickness, for SSE than two continuous working days, mutate small be required to produce a carolicate signed by an medical practices of indicating the nature of the linear that caused higher observe. Sick leave shall not be every forwarded to the next year.

1 HIMPAID LEAVE:

Unpaid loove shall be considered only if the employee has calculated all the annual leave between. This leave normally limbed to cause of unexpected emergency or for furnamentation reasons and will be provided at the sole discretion of the Company. During unpaid loove, all estaties, allowages of the through benefits of the Existence shall cook until such time as the Company of the unpaid tong Leave shall not be included as part of the Employees, allowages with the Company, and as such, usepid down shall not be included in the calculational accomplaned where, first of Servery Bancol.

G. MATERNITY LEADS

The Engloyee (She) at the property of the base of months halfpaid leave & 6 months. The Paymer Fores by base of automathy gross select.

h. BONUS:

The Employee is not entered to be seen a common of the Evever the Company may provide yearly Bonus based on the stuff of the second of the stuffness strategy/masoments.

4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall feltifully do all the works applied to him/her by the Company and single downloaks/her entire/sectorizal skills to the service of the Domestry.
- The employee, at at times, shall follow the directions of his/her supervisors and the Company rules and policies.
- The Employee shall supervise properly and guide, all excordinates.
- The Employee shall not argue timed with only other trade, business or professional ty, other than the business of payCompany.

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Wee look forward to welcome you abound

Company

PRIVATE LIMITED

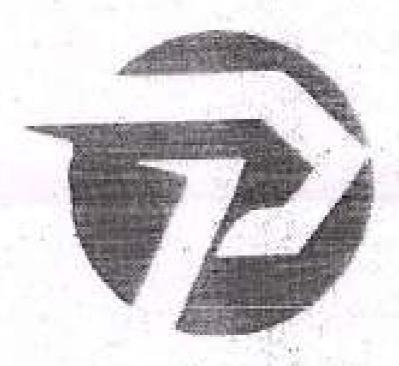
Showing M. B. Co.

Date 18/3/22

Ref. No.

Енріпунк

Stgramme V | 1849 Date 18/3/20



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Annual Con-

Letter of Appointment

REF NO: PECHR/EOP/1220/00002

Dear S. Ramarh Lunna & MAE)

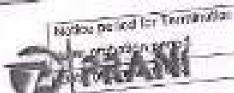
We refer to the discussions we had well you recently and where it essend to offer you this shart employment offer for the position of JUNIOR MECHANICAL ENGINEER IN our organization FRANCE ENGINEERING CONSULTANTS PROVATE LIMITED (CINCUTZ SHORT NO. 1)

1. Key Terms and Continues

Despreion	Junior Media 14 (Engineer)
Greda Stranger	12 /
Location of employing	Rayagin
Monthly salesy	Cross Call Letter Independ as below) Transport allowance : INR 2500 Transport allowance : INR 1500 Food allowance : INR 1500
Regular working hours 4 work days per week	 8.6 hours a day 5 or 6 days a knock Turning: 8.30 a.m. to 5.30 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.)
Weeldy red days Plantitionary period	Securdary and Sunday

23/4 Komene, Street, Supregiot, Torolloude, Jacks - 627764 4971 521420640 497 9049084615

info@prontengineering.com



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To be modeled (188

Validity: This drait enter syment offer is valid for exceptance for a Technic of T carys from the diste

Please word is algred copy of this letter indicating your acceptance to join our organization so

In case you do not work your acceptance within this period, this offer may be without within it. that the employer offer shall be conferred.

Your employment of an exper will be issued on the date of joining. The joining townships and gara regions. induction will be carried out in our Republic office

Selecting throat; within 30 days of grant and a selection

15.50 P

2. GENERAL EMPLOYMENT CONDITIONS:

a EMPLOYMENT PERM

The employment per DESTRUME COMPANY CONTROL OF THE PARTY IN

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HOURS OF WORK!

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decre on equipment in wany Contract, with CHICAGO, TOVISIO SIGNATORS ROUTE Color, When required the the responsibilities for the followers.

of the Corepany business needs. The first one hundred and signly (190) calendar days of employment, from the circ C. PROBATIONARY PERIOD: employment, shall be treated as a protestionary period. During the period, Company may tourishade this oppositions at any time without any peadon or notice or compensation. Employee shall not be employed to any type of 'powe during the Probationary Period. At the end of the prototion behad, the employee may be confirmed as a perimenent employee or

Christian of 6. TERMINATION OF BERVICES:

23/4 Koreanny Sheret, Bayunglet, Commence, Seekle - \$20784

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Either the Employed or the Company may berefrone this agreement, other probation period,

Distriction the other Party advance nation in suffic his and Constions' sad on of the

the both edwards notice to not piven, the terminating party to bound to compensate the other party with the equivalent foll severy of the Hobian Perfort by pro rate thereof. Notice given must be perved and the Company, at its sole classration, may wrive as right to this componention.

The Company may terminate this agreement without any notice period ancholing compensations) in each altestion where the Employee does the ections decaphrant behavior or not obeying to local into or law.

R COMPENSATION AND SENEFITS

REMUNERATION:

The Boole Salary and various above to stand on a monthly book drawty to the book account specified by the Employee, or accordance with the "Key Terms and Conditions" of this agreement, in the every of any outstandards the owned by the Employee. to the Companyantee-Department appropriate to design costs or curts from the Employee's salaring

b. OVERTIME

When required the

to depart work on the state of may be necessary for the Company business posts Monthly oblay of the Employees includes places and entry outra three that the Ergon and they work outside normal working hours to complete the medical to the state of the

C. ANNUAL LEAVE:

The Employee and be entitled to a gastle line where 2 working days in a calendar year). upon completion of every twelve (12) movies of continuous convice with the Company. Annual lases may be evaled at any time during the year, but subject to completion of the probationary period. The Company resource the right to charge the bining of the Employee's arrayol loave due to the Company's urgent need or durwind. Madmum of 5 sinnual leave days can be carry forwarded to next year and the remaining leaves sell by forfalled.

d. END OF SERVICE SENERIC:



23/4 Komoroj Street, Boyag Torretoode, troling - 0227764

LOTE ESPANANCES 91 9043886015

Subject to the Employee conscieting a minimum of one year unimerrupted service with the

& SACK LEAVE.

The Employee is permitted to take the maximum of 12 days in PEttindar year. In the exert, that the Employee is attained from work, due to standard, for PRSW than two continuous working days, highlies shall be required to produce a continuous signed by an medical precisioner indicating the makes of the lignest that oduced bisdeer absence. Such teave that not be resusted by the Employee. Such leave cannot be garry forwarded to the peet year.

I UNPAID LEAVE-

Unpaid leave that be considered only if the employee has exhausted at the annual leave belonces. This leave normally limited to cases of unexpected emargency of the humanitaries reasons and will be provided at the sole distration of the Company. During unpaid leave, all selected, afterwareship, in the medical density, of the first-open shall come until such these as the Employment and the Employable Services with the Company, and as such, unpaid then shall not be included as part of the Employable Services with the Company, and as such, unpaid then shall not be included in the execution of accumulated leaves, End of Source Benefits.

P. MATERNITY LEADER

The Employee (Shell and an in the markets of the least post leave, 3 months halfpaid leave 8.6 months.

h BONUS:

The Employee is not arrise to a scale on the state of the

4. EMPLOYEE'S COLIGATIONS:

- The Erretoyne shall faithfully do all the series analyzed to him/her by the Company/find shall devote higher entire technical skills to the service of the Company.
- The employee, at all times, shall follow the directions of his/her outervisors and the Company rules and policies.
- The Employee shall supervise properly and guide all subgrafitates.

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5. Concumption of alconolitiquer, similar drugs and emploing stable the office gramities is



We look forward to welcome you absend.

Company

PRANT ENGINEERING CONSULTANTS PRIVATE LIMITED

Signature

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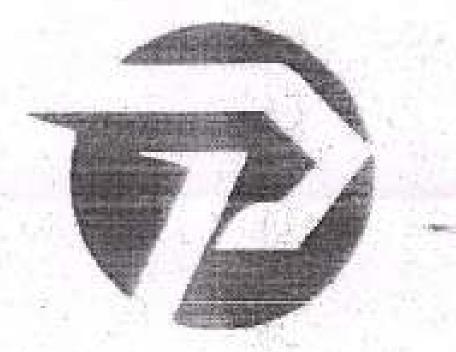
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PERFORMENT OF CONTRACT OF STATE



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info@prontorgingering.com



Date: 18 | 3/2012

Letter of Appointment



Shear.

MIN'NO: PECHANEOPYIZZON00002.

Deer P. Ahharasan LMAF) Subjects Employment Offer

We never to the discussions we had will you county a diwagous logged to eller you this draft employment offer for the gostton of JUNIOR MECHANICAL ENGINEER in our programmer. PROVATE LIMITED (CIN: U72900TN2020PTC18788) CONSULTANTE PROVATE LIMITED (CIN: U72900TN2020PTC18788)

1. Key Terms and Continues

Dasignation	Out for Marita Mark Engineer
Grede Care	2
Location of employs	Repairs
Vontrie salety	Grost 17-10-10 to the balenty nation Transport allowence : INR 1500 Food allowence : INR 1600
Regular worlding incurs & worlding incurs & worlding incurs & worlding incurs & world incurs & w	8.6 Hours a day a or 6 days a wook Timing: 8:36 a.m. to 8:50 p.m. (Lunch Break - 12:45 p.m. to 1:15 p.m.) editions
Weekly rest days:	Sotumby and Sunday Solars from the data of employing

20/4 Konumij Street, Ropogist, Tombopoty, Broke - 627764 4979 529420640

info@providing/manking.com

Placase period for Termination of a property period

20 days

To be decided (TBD)

Validity. This draft employment offer is your for ecceptance for a period of 7 days from the state: of issue.

Please send a signes 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 weren this period, this offer may be weep acceptance any notice.

Your employment offer letter will be issued on the case of joining. The joining tomatives and induction will be carried out in our Raywork office......

Johning time: Within S0 days of gaffit me to the party state of

2. GENERAL EMPLOYMENT CONDITIONS:

N. EMPLOYMENT PERM

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control of the control of the company

b. Hours or work:

The Employee is expensed to replace the Composition of the Composition of the Composition of the Composition of the Composity business needs.

plate the minimum ways to be as specified in "Key the Gamping and the specified in "Key the Gamping and the specified in "Key the Gamping and the specified in "Key the speci

6. PROBATIONARY PERSOD:

The first one hundred and eights (180) calendar days of employment, from the case of employment, shall be seeked as a probationary period. Zuring the period, Company may terminate this agreement at any time without any reason or notice or comparisation. Employed shall not be artifled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be benfitted as a parmanent employee or darphase.

d. TERRINATION OF SERVICES:

25/4 Konsoroj Street, Royagie, Territorio, texto - 627764 PHINCIPAL

APT STRAIGHEST THE MANAGEMENT AND ADMITS

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Either the Employees or the Company may terminate this agreement, wher probation period.

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that such advance notice is not given, the permissing party is bound to complificate the cases party with the equivalent full satury of the Nickes Period on pro rate thereof. Notice gives much be served and the Company, at its sole discretion, very waive its right to this compensation.

The Company may be minde this agreement without very notice period (including companies) in such situation where the Employee does the sorious disciplinary behavior or not observe to local labour law.

3. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basic Salary and various allows in a second on a monthly basis streetly to the bank account apached by the Employee. It account as with the Way Torres and Conditions' of the agreement, in the event of any automates that swed by the Employee to the Companyatha Companyation receives thought to debuggiously amounts from the Employee's selected.

b. OVERTIME:

When required, the court is a self-be expended to be additional hours as may be necessary for the property of the Company bushess process with a large control of the Employee includes participation of the test of the Employee includes participation of the

AMNUAL LEAVE:

The Employee shall be entitled to a glastic to a last left working days in a calendar year) upon completion of every twelve (12) more of continuous service with the Company. Arrayal leave may be evered at any time during the year, but subject to continuous protectionary poecal. The Company reserves the right to change the firsting of the Employee's standard leave due to the Company's urgent need or demand. Maximum of 5 enrual leave days can be carry forwarded to next year and the name ining leaves will be forfeited.

d. 10VD OF SERVICE BENEFIT:



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SCHOOL SHIP

Subject to the Employee completing a minimum of one year uninterrupted service will be

e SICK LEAVE

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

C. UNPAID LEAVE:

Unpaid have shall be considered only if the employee has exhausted at his annual leave balances. This leave normally limited to cases of unexpected energency or for humanization reasons and will be provided at the sole discretion of the Company. During unsaid leave, all selectes, allowance that the sole discretion of the Employee shall cease until such time as the Employee mecunes bords to be. The full duration of the unpaid Long Leaves shall not be included so part of the Employees therapes with the Company, and as such, unsaid down shall not be included in the calculation of accumulated leaves, End of Service Benefit and

Q. MATERIATY LEAS

The Employee (She) and Light of a model market on the broadles price serve, 3 models have paid leave & 6 models are the law of the Physics of the broadless control of the

N. BOMUS:

The Employee is not ended it is likely and to account the Company may provide yearly Bonus based in the statistic of the Company may be studied. The statistic of the Company may provide yearly Bonus based in the statistic of the Company may be studied.

4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall highligh do at the earths assigned to himther by the Company and shall deacts higher entire technical skills to the service of the Company.
- The employee, at all these, small follow the cirectors of history expension will be Common rules and policies.
- The Employee shall supervise properly and guide all autordinates.
- 4. The Employee shall not engage himself with any other trade, business or professional action, other than the business of grey Company.

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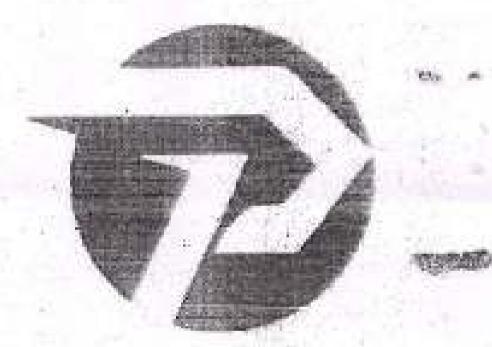
PINAN ENGINEERING CONSULTANTS FROMTE LIMITED

Signature M-A

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De 18/3/22



Letter of Appointment

REF NO: PECHPLEOP/1220/06002

Deer M. Sayith human (MAF)
Subjects Employeem Offer

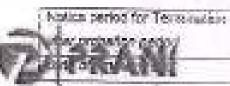
We refer to the descriptions we half with you recently and the passed to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRAMI ENGINEER WITH CONCRETE CONTRACT PRIVATE LIMITED (CM: U72500TN2232EPTC13785)

1. Key Terms and Conditions and

Designation	Curror Mystalland Engineer	7
Greds September 2	2 / ACC	
Location of employs	Royagri	4
Monthly seriory	Bus the Color Bus the Color Francisco Showance : INR 2500 Francisco Showance : INR 1500 Food allowance : BCR 1800	
itegular working hours & work days per week	65 hours a day 6 or 6 days a week PR I MOV AL Timerg: 8.30 s.m. to 5.30 p.m. (Lunen Break - 12.45 p.m. to 1.15 p.m.)	31118 351700
Weekly rest days	Saturday and Sunday	
Presidently ported	6 3 Tro I'm the cate of employment	

20/4 Economij Street, Supugiri, Smelmosts, Budis - 027764 4971 5294225660 491 4043866618

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To be peopled (TRIS

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

of bases.

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

The employer offer shall be confirmed.

In case you do not send your acceptance within this period, this offer may be withchese 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 Reyagest office.

Joining fitner Willin 30 days of confirmation of a process.

2. GENERAL EMPLOYMENT COMDITIONS:

A. EMPLOYMENT PERSON

The employment per country on a service of the late of unlimited duration and shall continue indefinitely a little without the Europe on the Company.

b. HOURS OF WORK

The Employee is expected in the process work of the second of the Company business and process to the Employee will be expected to work and the employee will be expected to the emp

4. PROBATIONARY PERIDO:

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 larminate 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 telephoned as a permanent employee or decaptions.

d. TERMINATION OF SERVICES:

23/4 Kinnaroj Street, Royagisty Territoria, India - 477784

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who granting control or

Elither the Employee or the Company may terrmate this agreement, after probables nector

Personance by other Party advance notice to will werns and Conditions' section of the

has been advance notice is not given, the terminating parts is bound to compensate the other party with the equivalent full salery of the Notice Paried or pro-rate thorses! Notice given reset be served and the Company, at its sole decretion, may work its right to thisessessionation.

The Company may terminate this agreement without any notice period linelating compensations) in sort situation where the Employee does the section alsolphrary behavior or not obewing to local labour law.

8 COMPENSATION AND REMERITS.

a. REMUNERATION:

The Basic Salary and various strettments field on a monthly beals directly to the bank account specified by me implicate, or accompanie with the 'Key Terms and Conditions" of this agreement. In the event of any outstands states award by the Employee. to the Company who Company receives the dark to declip such amounts from the Employee a palaries

6. OVERTIME:

When required the property be expended to

work additional became an may but percessory for the Committee Committee business begins Monthly enlarged the Employee includes passing fill to get a fine that the Egg and throng work outside normal working hours to contain the wind tasks in trouble the property and applicable.

ANNOVAL LEAVE:

working days in a calendar year) The Employees shad be emidian to a grant transupon completion of every treates (12) months of continuous service with the Company. Arrough legate 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 fining of the Empleyee's annual leave due to the Company's urgant reset or demand. Maximum of 5 annual leave days can be early forwarded to next year and the nerve ning leaves will be fortished.

4. END OF SERVICE BENEFIT:



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Subject to the Employeo completing a minimum of one year uninterrupted service with the subject, and Employee shall at the exel of the employees and a subject to receive the Explosion of the Employees.

e. SIGN LEAVE

The firmthyee is possibled to take the meaterum of 12 days in British year, in the event that the firmplayer is obsent from work, due to sickness, to TROS than two continuous sorthing days, helpful shot be obtained to produce a certificate signed by so serviced practitioner indicating the nature of the linear that caused higher absonce. Soft leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the rich year

1 DRPAID LEAVE

Unpaid leave shall be considered only if the amployee has estraisted of his entrue have believes. This leave normally insted to cause of previously amorginary or for humanitarian reasons and will be provided at the sole dispetion of the Company. During unpaid there, all setates, elevances, was but or or apply benefits of the Employee shall except until such time as the Employeement of the Employee. To recent with the Company, and as such, unpaid that be indicated as part of the Employee. Converse with the Company, and as such, unpaid does that so the indicated as part of the employee. Someone with the Company, and as such, unpaid does that so the indicated to indicate the research the security between End of Service Departs.

B. MATERNITY LEASE

The Employee (She) 2 to this rip to held maximum to eventhe publicane, 3 march 7 has paid leave & 5 months (12 to 12 to

h ROMUS:

The Employee is not enter a process and authorized the Company may provide yearly Bonce bosons in the object of the categories for frances log, future business strategy/investments.

4. EMPLOYEE'S CBLIGATIONS:

- The Employee shall beliefully do all the works assigned to him/her by the Company and shall devolutioner entire technical skills to the service of the Company.
- The employee, at all times, shall follow the directions of higher supervisors and the Company tules and policies.
- The Employee shall supervise properly and guide all subord nates.
- 4. The Employee shall not engage himself with any other made, published by profusional leading, other than the business of yes Company Company

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info@provingingering com

5. Consumption of alcoholdiquor, similar stugs and smolding inside the office previous is

Design services of these services in Employee Volume **经验到证**

We sock forward to welcome you abound.

Company

PRAIN ENGINEERING CONSULTANTE PRIVATE LIMITED

Signature Miles Br.

Date 18/3/22

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PRINCIPAL

ERRODOS SE SESPERANDOS FORMADOS CALADY FOR FOOD (SCHOOL CALADADED TRANSPORT OF STREET



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Torritombe, Inche - 627764



Date 18/3/2021

Letter of Appointment

REF NO: PEC/HR/BOP/1220/00000.

Dear T. AAKASH (MAE) Subject: Employment Offer

We refer to the discussions we had will you fucurely and will a passed to other you true during the refer for the position of JUNIOR MECHANICAL EVENTURE IN OUR OFFICER OF THE PROPERTY OF THE

1. Key Terms and Continue to

Designation 2	autor Metabolis Engineer
Grode	2
Location of employing	Regardin
Monthly salary	Transport allowance : INR 1500 Food allowance : INR 1500
Regular working hours &work days per week	S.5 hours a day S or 6 days a week Timing \$30 transpars 30 p.m. 5 with Break 12.46 p.m. to 11.5 p.m.] v. max.
Weekly rest days	Seturday and Sunday
Presidency period	Gentles from the date of employment

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Notice period for Terraination



30 days

To be decided FIRE

Visitifity: This craft employment offer is valid for acceptance for a people of 7 days from the date of source.

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

In case you do not send your accombines within this period, this other may be withdrawing from any notice.

Your crossoyment offer letter will be traced on the date of joining. The joining formalises und industion will be comed out in our Reventin office.

Joining time: Within 30 days of get many and a series

2. GENERAL EMPLOYMENT CONDITIONS:

2. EMPLOYMENT PERMIS

The employment per Employee's service continue indefinitely in the service of service indefinitely in the service of service in the service of service indefinitely in the service of servi

Entroyed's services, se of unlimited duration and shall that by either the Constant or the Company.

b. HOURS OF WORKS

The Employee is expected to expect the manner of the control of th

c. PROBATIONARY PERIOD:

The first one hundred and eighty (186) calender days of employment, from the date of employment, shall be treated as a probasionary period. During this period. Companying terminate this agreement at any time without any reason of 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 benfurned as a permanent employee or dangered.

d. TERMINATION OF SERVICES:

20,44 Kisseroi Stort, Papagel, Newtonie, India - 627764

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info@proming@storing.com

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Either the Employee of the Company was remitize this agreement, after probation period

appropriate the other Party advance notice in sville

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that such advance notice is not given, the terminating peop is bound to commission the other party with the equivalent full salary of the Notice Project or pro rate thereor Notice given must be served and the Company, at its sale discretion, may write its right to this company of the sale discretion.

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

3. COMPENSATION AND RENEFITS

6. RENUMERATIONS

The Basic Balary and various absolute and the party on a monthly basis directly to the bank account apacted by the crisplaner, or ecceptable with the "Key Tome and Conditions" of the agreement to the event of any austlanting to the owned by the Employee to the Company the Company to the American the party to declarate amounts from the Employee's solutions.

b. OVERTIME:

When required, the transfer to expend to work as and house as the pecessary for the transfer to the Company business produced the Employee Includes particles and the entry owns fore that the English army work outside normal working hours to compliance agreed takes.

ANKUAL LEAVE:

The Employee shall be entitled to a go that the part 2 working days in a colorator year) upon completion of every twelve (12) markes of continuous service with the Company. Armoni loove may be availed at any time along the piece, but subject to completion of the probationary puriod. The Company receives the right to change the timery of the Employee's annual loove due to the Company's urgent need or durand. Market of 5 control leaves days can be carry forwarded to not year and the remaining leaves will be forfeited.

6. END OF SERVICE DENERIT:

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Subject to the Employee completing a movement of one year uninterrupted cereion with the

8 SICK LEAVE:

The Employee is permitted to take the monimum of 12 carve in Policinster year. In the event that the Employee is absent from work, due to sickness, for most than peo combustion working days, herein shall be required to produce a certificate eigned by far inclined practitioner indicating the nature of the timese that caused histoer absence. Sick leave shall not be misused by the Employee. Sick leave carried by carry forwarded to the next year.

L. LIMPAID LEAVE:

Unpoid interestral be considered only if the employee has administed at the entired leave balances. This leave normally limited to cause of unexpected emergency or for humanitarian reasons and will be provided at the sole decretion of the Company During unpaid leave, all selectes, eleveness, and acceptant at the entire of the Employee paid cause until such time as the Employee control of the Employee Company, and as such that as the included as port of the Employee Convices with the Company, and as such ungelf-developed-bank by included in the colculation of accumulated leaves. End of Service Bank?

g. MATERNITY LEADER

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BIONUS:

The Employee is not enture: Secelar and contents of the Swever the Company may provide yearly Bonus bases in the skyll of the Swever for Sancial log, future business classon fragetiments.

4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall fultifully do all the works applicable to him/her by the Company and shall devote higher employees better to the earlies of the Company.
- The employee, of all times, shall helper the directions of tractor supervisors and the Company rules and policies.
- The Employee shall expenses properly and guide all subordinates.
- The Ecoployee shell not engage himself with any other leads, business or profussional alloy, other than the business of loss Company.

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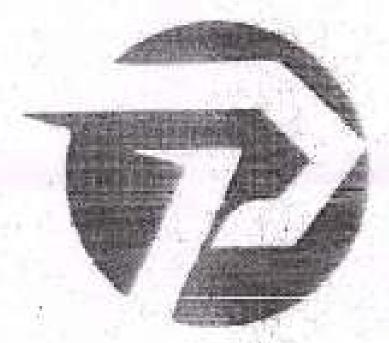
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Date 18/3/22

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Dec: 18/3/22





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Letter of Appointment

REF NO: PECHRIEOPH220/00002

(merochalum (MAE)

Subject: Employment Offer

We refer to the discussions we had will you repently and worst spleased to other you that draft employment offer for the position of JUNIOR MECHANICAL SWENNEER by our organization COMPANYAMIS PRIVATE ENGANGERINGE (Carr U72900TH2020PTC137668FULXV 03 HOL

1. Key Terms and Communication

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	en Fatta part allowance : IMR 2000
	Trensport allowence : 84H 150D
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Regular worlding hours & work days per week.	B.5 hours o day
	5 or 6 days a week
	 Timing: 6:30 a.m. to 5:30 p.m. (Limin)
	Bresk - 1245 p.m. lo 1:15 p.m.)
Wggdy rest days	Setunday and Sunday
Presimparary period	S Ogultra from the plate of employments

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Western Committee light

PAR DESTRUCT CONTRACTORS S SECTIONS

Hotas period for Torreletation

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To be decided (TBC)

Wolfidity: This breit employment offer is wold for acceptance for a policyl of 7 days from the days of locally.

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 nation.

Your employment offer letter will be issued on the date of joining. The joining formers and induction will be carried out in our Respection of the control of the control out in our Respection.

Adhing Some Within 30 days of golden

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERMIT

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Fig. byco's sent of the life of unbryled duration and shall be or the Company.

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The Employee's expectation plate systematic works from as specified in 'Key terms and condition' expectation we Compare the state of the service working from without notice as required a charge that the state of the condition of the work service was a service to represent for the Astalment of the Compare business needs.

PROBATIONARY PETROD:

The first one hundred and eighty (160) calendar days of employment, from the date of employment, shall be freezed as a probationary period. During this period. Company may terminate this agreement at any some without any resear, or notice or compensation. Employee shall not be enabled to any type of heave during the Probationary Period, and and of the probation period, the employee many be confirmed as a permanent employee or claratered.

d. TURNINATION OF SERVICES:

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Either the Employee or the Company was terminate this agreement, after probation penal.

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that such advance notice is not given, the terratroting party is bound to compensate the piver party with the separation kell sectory of the Relies Party or pro rate thereof. Notice gives must be served and the Company, at its sole discretion, may warve applying the two compensation.

The Company may terretrate this agreement without any notice period (inducing companisations) in such attention where the Employee does the serious disciplinary behavior or not obeying to local labour law.

S. COMPENSATION AND BENEFITS:

a. REBUNERATION:

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b. OVERTIME:

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c. ARMUAL LEAVE:

The Employee shall be entitled to a grown to be a provided days in discretification upon completion of every toward (12) months of continuous service with the Company. Accordingly may be availed at any time during the year, but subject to completion of the probationary period. The Company recorves the right to change the fining of the Employee's arrived leave due to the Company's urgent need or demand. Maximum of 5 arrived leave days can be carry forwarded to rect year and the remaining leaves will be included.

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· SKIN LEAVE:

The Employee is permitted to belief the maximum of 12 days in Policies year. In the event that the Employee is absent from year, due to sickness, for Trible then two continuous working days, helpful the makes the required to produce a certificate signed by an medical quantificator indicating the reduce of the Proces that caused the her statemen. Sick leave that not be misused by the Employee. Sick leave central be carry towarded to the next year.

UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his served toward between. This leave increasing timber to present of unexpected emergency gapter fearments can reason and will be provided at the sale decreation of the Company. During unpaid hower, all salemen, ellowages transitions about the employee of the Employee shall course until such time as the Employee superstrainment of the full denation of the unpaid Long Leave shall not be included as part of the Employees, Convices with the Company, and as such, unpaid descent Lock by included in the colleges and accumulated links.

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D. MATERNITY LEADER

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h BONUS:

The Employee is not emportable believe and improvements. Every the Company may provide yearly Series become in the state of the provider provider log, future business strategy/measurements.

4. EMPLOYER'S COLUGATIONS:

- The Employee shall faithfully do all the earlier assigned to himther by the Company and shall devote his feer entire bedraical skills to the service of the Company.
- The employee, at all times, shall follow the procisions of Mother expensions and the Company rules and policies.
- The Employee shall suppress properly and quite of subord hates.
- The Employee shall not engage throat with any other trade, business or professional forty, other than the business of proCompany.

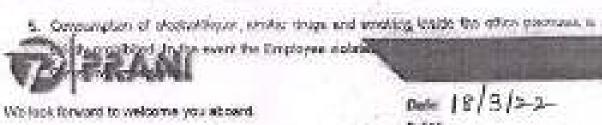
 The Employee shall not engage throat with any other trade, business or professional forty.

 The Employee shall not engage throat with any other trade.

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Letter of Appointment

REF NO PECKHIEOP/1220/0002

Dear Provider (MAE)

We refer to the discussions we had war you recordly and low a pleased to offer you this shart employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization ENGINEERING COMMUNICATION PRIVATE LIMITED \$E\$44; UT2900TN2025FTC1578831 FOR ALL CO.

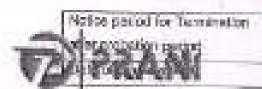
1. Key Terms and Conditions

Designation	Jures Mettoring Engineer
Grede	2 100
Location of employments	Rayage
Monthly salary	Circle At the Control of the define) Transport ellowerse : INR 1500 Food allowance : INR 1500
Regular working hours & work days per week	S.5 hours a day 2 or 5 days a pageling Tilling: 8:30 a.m. to 0:20 p.m. (Lunch) Srock - 12:40 p.m. to 1:15 p.m.)
Woody root days	Seturday and Sunday
Presidently period	Great trans the date of employments

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

Please send a signed copy of this letter insteading your appendance to join our elegationism so that this employer offer shall be confirmed.

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

Your employment ofter letter will be issued on the date of joining. The joining formsitties and induction will be carried out in our Reysorbi office.

Joining time: Within 35 days of getting the analysis and

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERMIT

The property period

supplyed a survigious market of understood duration and small continue indefinitely by the promotern either these of the promotery.

HOURS OF WORK!

The Employee is ead terms and condition" without notice as required theeser employee will be connected to easy, referred of the Company business needs.

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PROBATIONARY PERIOD:

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. TENDENATION OF SERVICES:

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That Each advance notice is not given, the terminating party is bound to compensate the other party with the equivalent full salery of the Notice Popular or pruretts thereof. Notice given must be served and the Company, at its sale discretion, they work its right to this compensation.

The Company may terminate this agreement without any notice peggi@Yindutiing compensations) in such situation whose the Employee does the serious dealphrary believing or not obeying to local information.

1. COMPENSATION AND BENEFITS

a. REMUNERATION:

The Basis Bolory and various at members of the entire of the entirely beats directly to the bank account appointed by the Employee, in account as with the "Key Terms and Concitions" of this agreement in the event of any outstands, it with award by the Employee to the Companyor banks are the entire that the deductions in arrows that the Employee is solved.

b. OVERTIME:

When required, the transfer of the experience was algebraical hours as may be expensely for the transfer of the Correctly business of the Monthly solary of the Employee includes of the try extra time that the Employee work outside normal working frame to correct that the transfer of th

6. ANNUAL LEAVE:

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e. SICK LEAVE:

The Employee is paintation to take the maximum of 12 days in British year, in the event, that the Employee is absent from work, due to sickness, for TISTS than logister Employee working cays, he/she shall be required to produce a certificate signed by an medical practitioner indicating the nature of the liness that caused higher absence. Sick leave shall not be micused by the Employee. Sick leave parnot be easy forwarded to the next veer

F. UMPING LEAVE:

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g. MATERNITY LEAVE

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h. BONUS:

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4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote higher entire technical skills to the service of the Company.
- The employee, at all times, shall follow the directions of Inform respectation and time.
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- The Employee shall not engage himself with any other trade; business or professional day, other than the business of professionary.

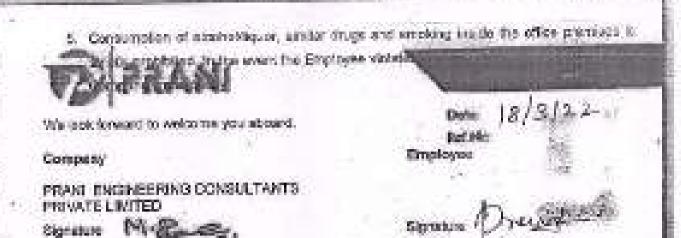
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Letter of Appointment

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Door for a force (profit) Subject: Employment Offer

We refer to the discussions we had with you have the and we are pleased to other you have much employment effor for the position of JUMOR MECHANICAL PRICEPER in not organization ENDINEERING .-COMBULTANTS PRIVATE U72369TM2529P7C137663EBBAYAGBR

Key Tenns and Conditions:

Designation	porter Moderness Engineers
Grade (Special)	2 466
Location of employment	Rayagiri
Maniety salacy	Basine IR 6200 Basine IR 6200 Incompare observer = 749 2000 Transport allowance (849 1560) Food allowance (849 1660)
Regular working hours & work days per week	B.S. hours a day PREMISED A.E. SOLUTION OF EXPLANATION OF INTERVOLUTE BOY GRANGE WASHINGTON OF THE PROPERTY AND THE Timing \$130 kind on \$200 pers. (Luncia) Scene: 12:45 p.m. to 1:15 p.m.)
Weekly real days	Security and Sungay
Commission region	R. Capitan from the date of employers

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Your encourage after two will be bound on the gate of joying. The pering to confess, and industion will be cerried out in our Reyngirt office.

Johnny time: Value 20 days of confirmation of employment

2. GENERAL EMPLOYMENT CONDITIONS:

EMPLOYMENT PERIODS

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HOURS OF WINESS

The Employee it especially accepted the minimum worsing name to appeal on in they terms and condition estimatine Companyana and solicitation more worked from without notice as required by charmes the new connection policy. When required, the employee will be expected to war, godfarry appropriate be necessary for the full-investof the Company business needs.

PROBATIONARY PERIOD:

The first one bundred and early (1903, colander days of employment, from the date of gargi purione, shall be treated as a procedurant period. Suring the period, Company may terrangle this agreement of any area without any legion or notice or compensation. Employee until not be entitled to any type of leave dynamine Protestionary Pletod. At the and of the probation period, the employee may be Referred lands permanent employee or PROCESS STREET, STREET STORY OF ASSESSED IN

d. TERMINATION OF SERVICES:

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J. COMPENSATION AND BENEFITS.

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D CVERTIME:

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E ANNOUGH LEAVE.

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H. END OF SERVICE BENEFIT:

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1 UNPAID LEAVE:

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BONUS:

The Employee is not entitle to agree over any fainteent de Employ II George the Company may provide yearly florum based on the studion of Company acclinancial log. future beareds strategy tweetnests.

4. EMPLOYEE'S OBLIGATIONS:

- The Entployee shall faithfully do at the works assigned to him/her by the Corepany and shall devote his/her entire technical sizes to the service of the Company.
- The employee, at all times, shall follow the directions of higher supervisors and the Company rules and policies.
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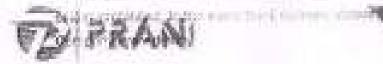
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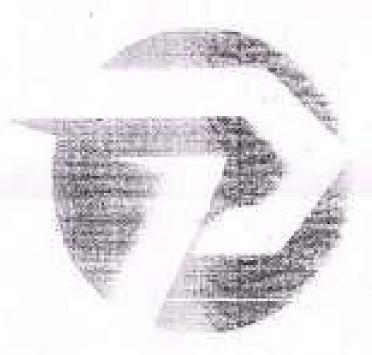
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Date: 18/3/22

Letter of Appointment

REF NO: PECHRIEOP/1220/00002

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Dora, www.eashwaran (mAs) Subject: Employment Offer

We refer to the discussions we had wan yet recently and work as alleged to offer you this draft. employment offer for the position of JUMIOR MECHANICAL EST, MEER in our organization ENCINEBRING LIMITED richni: PRIVATE

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1. Key Terms and Continues

Designation 12	Surex Mercanic Surch Charge
Grade	2 / / /
Legation of employs	Rayagiti
Mirethly salary	Transport allowance : NR 1500 Food allowance : NR 1500
Regula: working hours & work days per week	S or 5 days is source. Timing: 8:30 a.m. to 5:30 p.m. (country) Brook - \246 p.m. to 5:35 p.m.)
Wiselfy real days	Saturday and Stinday Controlled Tiet 121 52
Projet areay period	e Charles from the dode of employers

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To be peopled (THE

Walldity: This draft employment offer is uplie for acceptance for a people of 7 days from the date of name.

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 your do not send your assectance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be assued on the date of joining. The joining formalities and induction will be cerned out in our Revented office.......

Joining time: Within 30 days of conformation

2. GENERAL ENPLOYMENT CONDITIONS:

A. EMPLOYMENT PER

The employment per continue indefinitely cat over a ser other to the of unlimited duration and shall

IL HOURS OF WORK!

The Employee is expended to work and

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PROBATIONIARY PERIOD:

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. Exceptly may terminate this agreement at any time without any reason or notice or comparability. Employee shall not be entitled to any type of leave during the Probationary Period shi the end of the probation period, the employee may be confirmed as a permanent employee or dangered.

d. TERMINATION OF SERVICES:

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that back adversor ratios is not given, the terminating party is bound to compensate the other pany with the equivalent full salety of the Notice Period or pro-rate thereof. Notice given must be served and the Company, at its sole discretion, may waive its right to compensation.

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

3 COMPENSATION AND BENEFITS

a REMUNERATION:

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6 OMERTIME:

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business and some hours as may be business and Monthly salary of the had the Epi may work outside hornist to not applicable.

A BANKLIAL LEAVE:

The Employee shall be entitled to a property working days in a calendar year, upon completion of every twelve (12) marries of continuous service with the Company Annual leave may be evolved at any time during the year, but subject to completion of the probationary period. The Company reserves the right to change the Sining 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 trained.

d FIND OF SERVICE BENEFIT:



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Subject to the Employee completing a manman of one year unrecomputed service tells the time are the time and of the employment and the entered to the employment and the entered to the employment.

· SECRLEAVE:

The Employee is permitted to take the maximum of 12 days in Policinal year. In the sound, then the Employee is absent from work, due to stakeses, for EDM than two continuous working days, he/she shall be required to produce a certificate algorid by an implical practitioner indicating the nature of the liness that caused his/her absence. Sign implifications be required by the Employee. Sick leave connect to carry forwarded to the next year.

4. UNPAID LEAVE:

Linguist leave shall be considered only if the employee has exhausted all his annual leaves between. This leaves normally limited to cases of unexpected emergency or for humanitation mesons and will be provided at the sale discretion of the Company. During angular leaves, all safeties, allowages. This sale discretion of the Employee shall come until such time as the Employee and as such. The full classical discretion of the unpaid long Leave shall not be included as part of the Employees. Invides with the Caselbery, and as such, wanted does not be included as part of the Employees. Invides with the Caselbery, and as such, wanted does not be included in the calculate tool accumulated leaves. End of Service Benefits.

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h. BONUS:

The Employee is not critical and believe or provide yearly Bonus bases on the car strategy/insentments.

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4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall faithfully do all the works ossigned to him/her by the Company and shall devote his/her entire technical shall to the convice of the Company.
- The employee, at all times, shall follow the directions of higher supervisors and the Company rules and policies.
- The Employee shall supervise property and guide all support/hales.

 The Employee shall not engage himself with unit other trade, business or professional Pity, either than the business of professional professional.

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5. Consumption of alcoholiques, similar drags and amolting inside the office premions a

The Annual Land was a the Employee we have

We task forward to welcome you abound

Company

PRIANI ENGINEERING CONSULTANTS PRIVATE LIMITED

Signature Minder

Date 18/8/32

Ref No.

Signature 1

Dame 15/5/32



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DETAILS OF SALES

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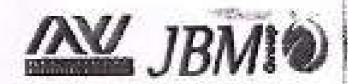




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- Year remunication will be at mutually agreed upon.
- 2. Your engagement is effective from . In O.S. 2.2-you will be entitled for the benefits / privilege. When wealthy off, heaven it. Ready at Holidays on possicions to other regular area lowest, but Your status will remain as Apprendice Trainer make
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to seeing our rise "Code of Conduct for 1896 Engineered" is socked harmely, which you are expedited to foreign in fetter and aparts.

For Meet Metal Products Limited

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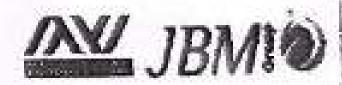
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With reference to your application and substituent interview in which you expressed your state to have an opportunity to least this, I trade in our organization, we are pleased to exactly our required and industryou in "Apprendice Training". Further to the terms and conditions exactled to the Training band instead or Subs of Johning also please wate the following:

- Training parties will be for twelve calender mostsu, which includes an the job training fection, classificant study and filebox etc.
 - Year retransmission will be an chattering agreed waster
 - Your engagement is affective from LL-DS-LLS are set to exercise for the penalth a strategy.
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A copy or the 'Code of Conduct for 1884 Symployees' is enclosed herewith, which you are expected to follow in letters and spirit.

For Weel Metal Products Circlard

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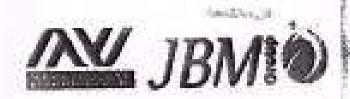
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W. AFBAL (MECH)

Sub: Traceum ted-littless Lutzer

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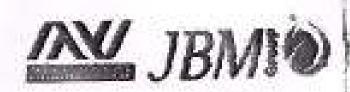
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For Newl Metal Products Limited

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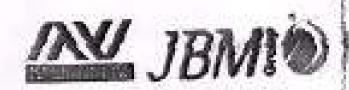
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With reference to your application and outside paint interview to which you expressed your desire to have an apparaintly to four skill / trade in our organisation, we are pleased to accept your responsitued inductives as "Apprentice Trainer". Ferther to the turns and conditions specified in the Training bond goved on Date of powing also please note the following-

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- 4. In case you revoke the training bond second to Date of Joining during the training period, you will be required to give any week nation to wall as the sum natured.

it copy or the 'Code of Conduct for JBM Employees' to projected herowith, which you are regarded to following lighter and spirit.

For Newl Metal Products Limited

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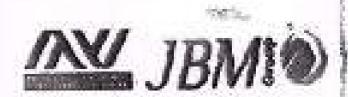
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- 3. Your engagement is officially from \$100 \$2.50 top will be arrived for the payoffs / polyloge are even by oil, leaves & feativel had days as applicable to other regular are provided but hour status will remain as Apprentics Training only.
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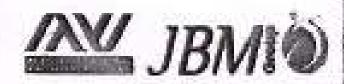
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With reference to your explication and subsequent interview in which you represent your desire to feel in our argenization, we are pleased to assept your request and ladest your in "Appearative Training band lasted or date of Jalaing also please named or date of Jalaing also please named or date of Jalaing also please named or distance."

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- N. Your engagement is effective from ________ for will be enough for the banefits / privilege fine weekle off, fewers & festive/ helicities as applicable to other regions amployees, option your status will remain as Apprentice Training and
- In core you revoke the training band issued on thate of jairing during the training period, you will be required to give one work notice to writes the someowned.

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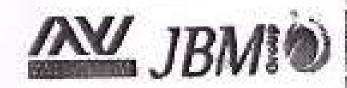
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With reference to your application and subsequent interview in which you was exactly the facts to have an apportunity to learn still? I rede in our argumentary, we are pleased to eccept your requestions reduced you as "Apprendice Technics". Butther to the terms and conditions appealing to the Techniqs's and Sound on Cotte of Johning is so please more the following:

- Training partial will be for fiveled other on months, which includes on the job training theory.

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- 2. Your name temption will be as realisable spread upon
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 Your states will remain as Assertation Trebase only.
- So core you revoke the training band cased on some of joining desire. The training particle was will be required to give one week notice or with as the sum assured.

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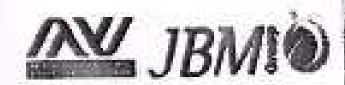
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- In case you contribute training from course on Case of Johnsey during the training policit, you will be required to give one week nodes as well as the sum asserted.

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Date: 18/3/1012

STORE.

THE WILL

Letter of Appointment

REF NO: PECANNEOPH 220/00002

Door Madlowan (mech) Subject Employment Other

We refer to the deceasions we had the 150 locarity and each in passed to offer you this draft employment other for the position of JUNIOR NECHANICAL EXPLORER In our expenditule PRAMI ENGINEERING SOMEON RANGES PRIVATE LIMITED (CIN:

U72500TH2020PTC13785

1. Key Terms and Communication

Designation:	Autor Megan regiongreen
Crade	2 /
Location of omploying	Rayrold 14-1
Monthly solary	Grand Statement Company of the colone) Transport allowance : INR 1500 Fixed attemption : MR 1850
Regular working hours & work days per week	8.5 Nouro a dey 6 or 6 days normal 7 Imag. 8.50 Jun. to 6.30 p.m. (Lunch 6 reak - (2.45 p.m. to 1.15 p.m.)
Westly rest days	Salyrary and Sunday
Principolary period	is the from the date of employment

13/4 Komuni Slevet, Royagiri, Yardinaha, Iralia - 427764 +971 529430468

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Notice pened for Termination

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Walldby: This deaft employment offer is valid for acceptance for a partied of 7 days from the date of beauty.

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. But other may be withdrawn without ANY ROSION.

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

Joining time: Within 30 cays of cast and security

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PER

The employment pol continue inclefinitely

telling of unitralled duration and shall CONTRACTOR & BARY ee or the dimpany.

b. HOURS OF WORK

The Employee is expe terms and condition" a e Com without notice as require change employee will be expected to work add of the Company business needs.

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PROBATIONARY PERIOD:

The first one hundred and elebty (180) galandar days of employment from the date of employment, shall be bested 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 enibled to any type of leave during the Probationary Period. At the erul of this probation period. This employee miss be 'confirmed' as a periodicine', an obvious of distribution.

4. TERMINATION OF SERVICES:

25/4 Komoros Steput, Royagist, Torolloude, Jodin - 027784

991 9040R9668S

Elshor the Employee or the Company may terminate this agreement, offer probation period,

profes the other Party advance notice in wife and Conditions' nuclear of the

that such advance motion is not given, the terremetery pergy is bound to compensate the other party with the equivalent full salary of the Notice Pegigs or pro rate thereof. Notice given west be served and the Company, at its sole discretion, may waive its right to this A Section nonnewastion.

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

1. COMPENSATION AND BENEFITS

A REMUNERATIONS

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b. OVERTIME:

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. ANNUAL LEAVE:

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FND OF SERVICE BENEFIT:

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COURSE, SCHOOL STANSFERS HOTE 5294000480 +97 (04)984615

Subject to the Employee completing a minimum of one year unanterrupted service with the Subject to the Employee shall at the end of the angleye

. BICK LEAVE:

The Employee is permitted to take the measurer of 12 days in Petitindar year. In the event that the Employee is absent from work, due to sickness, for Third than two continuous working days, technic shall be required to procuou a perificular signed by an medical practitioner indicating the nature of the illness that caused trisher obsence. Sick leave shall not be measured by the Employee. Sick leave served to carry forwarded to the next year.

I. UNPAID LEAVE:

Unpaid leave shall be considered only if the employee has exhausted all his annual leave between. This house namedly limited to cases of unappealed emergancy or for humanitarian reasons and will be provided at the sole discretion of the Company. During unpaid leave, all substitute, attending to the Employee shall cases until such time as the Employee shall be a part of the Employee shall be the full duration of the unpaid Long Leave small not be inducted as part of the Employees with the Company, and as such, unpaid does and not be inducted in the calculate for accomplated leaves. End of Service Benefit.

MATERNITY LEAS

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N. BONUSA

The Engloyee is not enter the color provide yearly Bonus bases on the old strongy/investments.

4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall faithfully do all the works assigned to him/her by the Company and shall doyote his/her entire technical shall to the service of the Company.
- The employee, at all times, shall follow the directions of higher supervisors and the Company rules and policies.
- The Employee shall supervise properly and gasteral subsedimeters

4. The Employee shall not engage himself with any latter back, business or protocopinal by, other than the business of protocoping.

23/4 Removed Street, Reyaget, Terrebooks, India - 627754

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Maricia) (per future bublings)

 Gergumption of alcoholisques, similar stugs and anothing inside the office premium is thought tried in the event the Employee violated

We look forward to welcome you abound.

Company

PRANT ENGINEERING CONSULTANTS PROVITE LIMITED

Signature Moderate.

put 18/3/3029

Employee

Signature

Don: 18/3/22

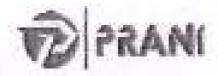


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THE PARTY OF PERSONS ASSESSED.

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23/4 Summer of Street, Supergist, Sarakande, Ireliu - 527764



Date | 8 | 3 | 2 | 2

Letter of Appointment

42300

district.

REF NO: PEC/HR/EOP/1228/00002

Dear Mohamad Thank (mech)

We refer to the disconnects we had with you recently and well passed to effor you this draft employment offer for the position of JUNIOR MECHANICAL EXCHEER in our organization PRANT ENGINEER (CONSTITUTION) FROM LIMITED (CONSTITUTION)

1. Key Terms and Conditions 10

Designation Section 2	m or My sales Enginees
Grade Transport	2
Location of employs	Forged in
Monthly salary	Transport allowance : INR 1500 Food ellawance : INR 1800
Regular working hours & work days per week	Bib hours a day Sicrif days a week Tirring: 8:30 a.m. to 5:30 p.m. (Lunch Bibak - 12:45 p.m. to 1,15 p.m.)
Woodly rest days	Seturdary and Bunday
Presidently pered	6 Chalina from the date of employments

25,44 Kerneng Street, Regagire, Kernikanto, Index - 827764 +971 574430445

no gabasanganing room

Steppe seried for Termination.

THE AN

20 days

To be decided (TUZ)

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

Please send a signed copy of this latter indicating your acceptance to join our organization so that this employer offer shad be continued.

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

Joining time: Within 30 days of our artiful harder \$40,000.00

2. GENERAL EMPLOYMENT CONDITIONS:

A EXPLOYMENT PERMI

The proplayment per continue indefinisely of the caher to

or unknown duration and shall

b. HOURS OF WORK!

The Employee is explained to be Commonwell to the Commonwell to expected to each art of the Commonwell to be consisted to be c

place the minimum world? There as apposited to they as Course working hours of the policy. When required, the cot, art to the persons for the fall time to

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PROBATIONARY PERIOD:

The first one bundred and eighty (195) calendar days of employment, from the date of employment, shot be treated as a probationary period. During this period, Company may terminate this agreement at any time without any reason or notice or comparation. Employee small not be employee of laws during the Probationary Period. At the end of the probation period, the employee may be 'confirmed' as a dermanant employee or disregleted.

G. TERMINATION OF SERVICES:

25/4 Konney Stoot, Sayagiri, Tordinada, India - 627784 +971 529430660

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Either the Employee or the Company may company this agreement, after probation period. projection the other Perry advance nation in with The state of the state of the that each advence notice is not given, the luminosing party is bound to companion the

other party with the equivalent tail eatery of the Notice Protoc pr pro rate thereof, Notice given must be served and the Company, at its sale discretion, may water its right to this compensation.

The Company may term rock this agreement without any notice period, (including compensations) in such shuston where the Employee does the serious disciplinary behavior or not obewing to local fatiour law.

3. COMPENSATION AND BENEFITS

2. REMUNERATIONS

manufaction a monthly basis directly to the The Basic Salary and various and bank account specified by the End byte in Constitute with the "Key Terms and Conditions' of this agreement, in the event of any outstands, mobile owed by the Employee propagation of the second second from the to the Componenties Employees's spinning

N COURTINE:

recovered for the Employee includes pill working hours to complete

When required, the manufacture to expend any order at more though as may be he Goraginy destroyed general Monthly delary of the hipy work outside normal Thy extra time feet the County net peplicable. erned tack

6 AMNUAL LEAVE:

working days in a calanda; year) The Employee shall be entitled to a good upon completion of every twelve (12) morelie of continuous service with the Company. Armuel loave may be availed at any fine during the year, but subject to completion of the probationary period. The Company reserves the right to change the Sixing 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 must year and the remaining leaves not be forfeited.

d END OF SERVICE BEKEFIT:



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Subject to the Employee completor, a compount of one year uninterrupted service with the the Erreptons plant at the end of the employment a send by SICK LEAVE

The Employee is permitted to take the measure of 12 days in Pelsoneer year. In the extent that the Employee is absent from work, our to distress, follotted than two continuous avoriding days, heliche shaft be required to produce a certificate signed by an employe practitioner indicating the nature of the linear that caused hather absence. Sick more shall not be inispect by the Employee. Sick leave cannot be carry forwarded to the next year

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End of Service Benefit

B. MATERNITY LEADER

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N BONUS:

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Mary Holling

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4. EMPLOYEE'S OBLIGATIONS:

1. The Employee shall factually do all the endos ossigned to him/her by the Company and shall devote his/her entire luctivisal skills to the pervios of the Company.

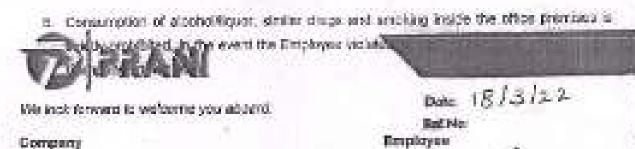
2. The employee, at all times, shall follow the directions of his/her experveums and the Company rules and policies.

3. The Employee shall supervise property and guide of subprelinates, (1) A.L.

4. The Employee shall not unguge nimest with provider trade, premises of professional Dity, other duri the business of Jes, Company. THEORETANDALTER

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23/4 Kamanij Shuid, Rayagiri, Sandoude, India - 627764



Date: 18/3/12

Letter of Appointment

REF NO: PECHINEOPI 220000012

Dear Party (ME(H) Burgles: Employment Other

We refer to the discussions we had that you receively and team administration of the you has draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization. PRANE ENGINEERING. COMPRISONES PRIVATE TO U72356TN2520PTC13786

1. Key Terms and Cont. 1006 U.S.

Congration - 100 - 100 t	Unior Medical State Engineers in
Grade	2
Location of employs	Poryaget
Monthly suray	Gross (Fig. 2000) • Transport allowance: INR 1500
	Pood aflowance: INR 1800 B.5 hours a day
Regular weekling kours & work days per week	S or 8 days or week present the control of the
Weekly rest days	Saturday and Sunday
Progrationary period	6 Stra from the date of employmisms

23/4 Kensoroj-Slovet, Repogirt, Tamilhouke, Irodia - A27764

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to the same management of



30 days.

To be decided (TB)

Validity: This draft employment other is valid for exceptance for a period of 7 days from the date of some.

Please send a signed copy of this letter indicating your acceptance to join our organization as: 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 resuled on the date of joining. The joining formalities and industrial will be considered and industrial will be considered and in our literagest office.

Joining time: Within 30 days of could prove

2. GENERAL EMPLOYMENT CONDITIONS:

a. EMPLOYMENT PERMIT

The employment per continue indefinitely ratio for

of unimbed dumbers and shall se or Mean embers.

b. HOURS OF WORK

The Employee is expense of the Coterns and condition's according to without notice as required charge employee will be expected to work set of the Company business needs.

plets the minimum vectors. Then we specified in Yey on, review working hours sharing four youngers. When required, the recessory for the fulfillment

AROBATIONARY PERIOD:

The first one hundred and eighty (160) calendartidage of employment, from the date of employment, and be treated as a probationary period. Owing this period, Company may terminate this agreement at any time without any reason of hibble or compensation. Employee shall not be excited to any type of lease during the Probationary Period. As the end of the probation period, the employee may be 'confirmed' as a personnel coupleyee or decident.

A. TERMINATION OF SERVICES:

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Either the Employee or the Company may learn rain this agreement, after probation period.

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that such advance notice is not given, the terminating party is bound to compare the cover party with the equivalent full salary of the Notice Project or pro retail thereof. Notice given must be served and the Company, at its sole discretion, may write its right to this compensation.

The Company may berricular this agreement without any notice period (including companisations) in such situation where the Employee does the serious disciplinary terms or not aboying to local labour law.

3 COMPRISATION AND BENEFITS

BEWINERATION:

The Basic Salary and various all the little and on a monthly basic directly to the bonk account specified by the Employee, in account a with the "Key Terms and Conditions" of this agreement. In the event of any quistant to debt search by the Employee to the Company of the Employee to the Company of the Employee to the Company of the Employee to the Employee's salarise.

b: OVERTIME:

When required, the necessary for the Employee Includes pay working hours to compare

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The Employee shall be entitled to a part of the Land working days in a calendar year) upon correlation of every twoive (12) months of continuous service with the Company. Annual leave may be evailed 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 tense due to the Company's urgent need or demand. Maximum of 5 annual leave days can be sarry towarded to next year and the complining leaves will be fortested.

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. SICK LEAVE:

The Employee is permitted to take the measurum of 12 days in \$255 index year, in the event, that the Employee is attaint from work, due to sickness, for \$155 than two continuous withing days, he/she shall be required to produce a certificate signed by an medical problem indicating the nature of the liness that caused his/her absence. Sick leave shall not be misused by the Employee. Sick leave cannot be samy forwarded to the measurement.

L. UNPAID LEAVE:

Unpaid issues shall be considered only if the employee has entrausted at his arrount leave beforease. This leave normally limited to cases of unexpected emergency or for humanitarian reasons and will be provided at the sole dispretion of the Company. During unpaid leave, all salades, allowages. The provided at the sole dispretion of the Employee shall cases until such time as the Employee. The first term of the unpaid Long Leave shall not be included as part of the Employee. Parkies with the Company, and as such, usually days shall not be included in the calculate had accumulated leaves, and at such usually days shall not be included in the calculate had accumulated leaves, and at such usually days shall not be included in the calculate had accumulated leaves.

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h BONUS

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4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall faithfully do all the works assigned to frim/her by the Company and shall geopte Mather entire technical sides to the sendor of the Company.
- The employee, at all times, shall follow the chections of his/her supopylapra and the Company rules and politice.
- The Employee shall supervise properly and guide all subordinates. Planting plant.
- 4. The Employee shall not engage himself with any other sade, business or professional.
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Company

PRANT ENGINEERING CONSULTANTS PRIVATE LIMITED

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Date 18/3/2022

Letter of Appointment

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REF NO. PECHRICOM 220/00002

Down Jonas Sangay (ME(H))
Butther Employment Offer (

We refer to the discussions we not win you receively and word. Extended to offer you this draft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRAMI. EMBOURHOUS CONSULTANT PROVATE LIMITED (CB4: U72500TM3000PTC13700)

1. Key Torum and Con-

Designation	Of Tinler Measure Comment
Grade	12 1
Location of employs	(tayage distribution)
Monthly salary	Food allowance: INR 1800
Regular working hours & work days per week	S.S incurs a day S or 6 days in recek Timing: 8:30 jum; to 5:30 p.m. procedure Broad - 12:45 gam; to 1:15 gam; L.
Wordy rest days	Subjecting and Sunday International Control
Pilipetionary period	8 The from the date of employed

13/4 Konunsi Street, Royagiri, Itaniinoda, Iradia - 527754

#971 529435648 #81 9043684638

info@proving/moring.com



30 days

To be perided /7PF

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

Please sand a eighed copy of this letter inclusing your acceptance to join our organization, so that this employer offer shall be confirmed.

In case you do not said your acceptance within this period, this other may be withdown without any notice.

Your employment other letter will be issued on the date of joining. The joining formalities and industrian will be carried out in our Revented office.

Joining Bene: Within 36 days of con-

2. GENERAL EMPLOYMENT CONDITIONS:

* EMPLOYMENT PER

The employment pegcontinue indefinitely

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A HOURS OF WORK

The Employee is exposed to work and of the Company or property of the Company of the Company pushess needs.

change to be minimum worker. The as specified in "Key on, revise working hours thanger to be be necessary for the fulfillment."

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FROSATIONARY PERSOD;

The first one hundred and cighty (180) calendar days of employment, from the date of employment, shall be treated as a probationary period. During the period, Company may become this expression at any type of leave chains the Probationary Pariod. At the end of the probation period, the employee may be confirmed as a permanent employee or decreased.

Probation 1.*

Probation 1.*

Probation 2.*

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d. TERMINATION OF SERVICES:

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+971 529430440 +91 9043046418

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traces the Employee or the Company may terroruse this agreement, after probabilist sected.

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that wan presence notice is not given, the terminating party is bound to differentiate the other party with the equivalent full salety of the Notice Physics or pro rate thereof. Notice given must be served and the Company, at its sole describer, may waive its right to this compensation.

The Company may be made this agreement without any notice period distributing compensations) in such situation where the Employee costs the serious disophinary between or not obswing to local labour law.

2 COMPENSATION AND BENEFITS

REMUNERATION:

The Basic Scharp and various allows to the control of an amonthly basis should be the bank account specified by the direction of a specified with the "Key Terms and Conditions" of this agreement in the event of any outstands petts owed by the timployee to the Contrological Community security the control to deduce such amounts from the Employee's solution.

b. OVERTIME:

When required, the accessory for the Employee Includes powerling incurs to complete

to cope short account treets as may be the Committy business provide Monthly salary of the try acre line that the Error may work outside normal and tests.

6. ANNUAL LEAVE:

The Employee shall be entitled to a good and according days in a calendar year) upon completion of every besies (12) months of continuous service with the Company. Account leave may be avoided at any time during the year, but subject to cognition of the probationary period. The Company reserves the right to change the timing of the Employee's arrapal leave due to the Company's usport need or demand. Maximum of 5 annual leave days can be carry forwarded to need year and the remaining leaves will be forfailed.

d. END OF SERVICE BENEFIT:



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Subject to the Employee completing a minimum of one year uninterrupted service with the ing ligacity on shall on the end of the employers THE RESERVE TO A STATE OF THE PARTY.

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The Employee is permitted to base the maximum of 12 days to \$155 index year. In the evolut that the timployee is absent from work, due to excuses, so with their trun type-obligations. working days, harehe shall be required to produce a cartificate signed by an medical practitioner indicating the nature of the linear that caused his/hor absonce. Sick leave shall not be misused by the Employee. Sick leave current he carry forwarded to the rest veer

I UMPAID LEAVE:

Uppaid teams shall be considered only if the employee has exhausted all his annual lasve palances. This leave normally limited to cause of unexpected emergency or for humanitarian reasons and will be provided at the solu discretion of the Company. During urgout leave, all salaries, eleven and the Directoy's areas cease until such time as the freely and account to the Artifact of the Arguid Long Leave should not be included as such of the Employed Convices with the Company. and as such, usual does that but he included in the calculation accumulated leaves. End of Service Security

9. MATERNITY LEAD

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h. BONUS:

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manager the Company may Fenda leg, future business Secret Alle

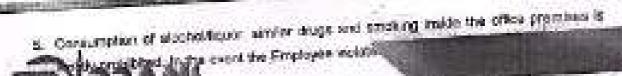
4. EMPLOYEE'S OBLIGATIONS:

- 1. The Employee shall faithfully do all the water assigned to him/her by the Company and shall devote insider order individual skills to the service of the Commun.
- 2. The employee, at all tiress, stall to our the directions of bishor supervisins and the Company rules and opticies.
- The Employee shall supervise properly and guide att subordance. Cliff AL.
- 4. The Employee shall not engage famout with phy-other trade, business or professional ADMINISTRAL DATE LABOR COL May, other than the business of tracCompany.

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We look forward to welcome you appoint.

Company

PRAMI ENGINEERING CONSULTANTS PRIVATE LIMITED

Square M. B. Sq.

Date: 18/3/202-2-

Bellife

Bioplayer.

Bun : 18/3/10

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20/4 Ramming Street, Repogni, Spralmode, Breim - 527754 PRINCIPAL



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Date: 19/3/2-7-

Letter of Appointment

22004-460

REF NO. PECHR/EOP/1220/00002

Dear Sanguaren (Mell) Bubbot: Employment Offer

U72900TN2020PTC10784

1. Key Terms and Const. 1981

Designation -	Surrey Massacray Engineers
Grade William	12 3
Location of employing and	Parpagei
Monthly autory	Transport allowance : INR 1500 Food allowance : INR 1500
Regular working flours & work days per week	8.5 hours a day 5 or 6 days a week finiting to 4.1 Timing: 8:30 a.m. to 5:30 c.m. (lainehr: Break - 12:45 p.m. to 1:15 p.m.)
Weekly rest days	Soluntay and Burstay
Profesionary period	6 Supply from the disterof employments

13/4 Kerseroj Sheet, Bayogiri, Synthodo, bulia - 437764 +971 529430468

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Notice pursed for Termination or probably springs

36 days

To be decided (TBQ

Validity: This craft employment offer is valid for acceptance for a people of of issues.

Please send a signed come of this letter indicating your acceptance to join our evidencemen so that this employer after shall be confirmed.

In case you do not cond your acceptance within this period, this offer may be within an without any solice.

Your ersplayment effer letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Hayworld office.

Joining time: Within 30 days of care

2. GENERAL EMPLOYMENT CONDITIONS:

a EMPLOYMENT PERM

The employment per continue indefinitely:

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MOURS OF WORK:

The Employee is excell learns and condition" d Sections. without notice as require employee will be expected to work with of the Company business meets.

no as appealed in New Aplaco ingrammam workers and review working hours way. When required the se necessary for the fulf liment.

4. PROBATIONARY PERIOD:

The first one hundred and claimy (160) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period. Company may farminate this agreement at any time without any reason or notice or corrected to the Ensplayee shall not be entitled to any type of leave during the Probationary Period. At the and of the probation period, the employee may be 'confirmed' as a peringnest employee or charginget.

A TERMINATION OF SERVICES.

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4971 5094005449 MAIN REMOVEMENTS. erfection continues are a con-

Either the Employee or the Company may commiss this agreement, ofter promoter perfect.

considers the other Pany advance notice in williams and Conditions' section of the

that buch adminise natice is not given, the terminating party is bound to compensate the other party with the equivalent full salary of the Notice Period or pro intrafferent Notice given must be served and the Company, at its cole discretion, may warve its right to the compensation.

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

3. COMPENSATION AND BENEFITS.

a REMUNERATION:

The Basic Salary and various plans and a state of an almostly basic directly to the bank account opening by the Employee, in account to the 'Key Terms and Conditions' of the agreement, in the event of any outstand of the book count by the Employee to the Company of the Compan

b. OVERTIME:

When required, this necessary for the Employee includes pay working hours to compli be expected block and lend hours as may be no Community business. Monthly solarly of the by sodra you that the East hour work outside normal ned tasks.

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C. ANNUAL LEAVE:

The Employee shall be entitled to a great section of works in a calumbiar year) upon completion of every twolve (12) morens of continuous service with the Company. Annual leave may be averted at any time during the year, but subject to completion of the probationary period. The Company reserves the right to shange the Sagra of the Employee's annual leave due to the Company's urgant need or demand. Maximum of 5 annual leave due to the carry forwarded to next year and the remaining leaves will be between

4. END OF BERVICE BENEFIT:

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PRINCIPAL AND STREET

Subject to the Employee or making a minimum of one year uninterrupted service with the Subject to Specifysee story at the end of the employee

. SICK LEAVE:

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1. UMPAID LEAVE:

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9. MATERNITY LEAST

The Employee (She)

h BONUS:

The Employee is not entitle tooke and because the provide yearly Bonus based on the situation to the situation of the situati

Pryme - The hases contribute gross salary.

Never the Company may and all log, future business

4 EMPLOYEE'S CELIGATIONS:

- 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.
- The employee, at all times, shall follow the directions of blatter supervisors and the Company rules and policies.
- 3. The Employee shall supervice properly and suide all expandiosition.
- 4. The Employee shall not ongogo nanour! with the other bade, business or professional and other than the business of professional and the business of professional a

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5. Corpumption of attrabatiques, similar drugs and smoking traids the office premises is

Property of the event the Employee visited

We lock forward to wolcome you abound

Company

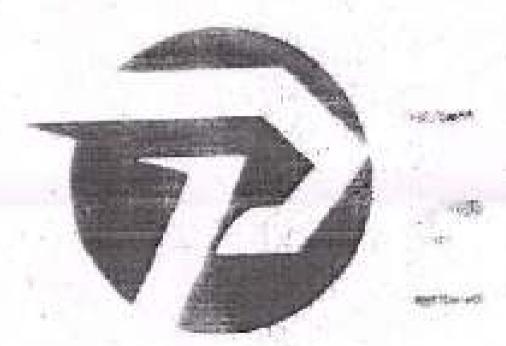
PRANT ENGINEERING CONSULTANTS PRIVATE LIMITED

Synan M. B. Sy.

De 18/3/22

Before Employee

Date: 18/03/51



PHINCIPAL

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late Communication of con-

23/4 Keronoj Street, Repoglé, Tambinolo, Rodin - (27764



Date: 18/3/22

Letter of Appointment

REF NO: PEC/HR/EOP/1288/00302

Bear Bifut Chacker PA (mech)
Subject: Employment Offer

We refer to the discussions we had not you recently and other of planted to other you the distinction of position of JUNIOR INSCHANGAL LANDIER IN our organization PRAM. ENGINEERING CONTINUES OF PRIVATE ALL LINES OF THE PRIVATE OF T

U72500TN2026PTC41786

1. Koy Temus and Con Strom

Deelgration	Unior Magazina Perginaces
Grade	(2) All
Location of employers	Rayasat
Monthly salary	Transport skewance : NR 1800 Tood stowance : INR 1800
Regular working hours & work days per week	8.6 neural day 5 or 5 days a week Timing 3.30 a.m. to 830 jam. (Lucato Break - 12,65 p.m. to J. 16 p.m.)
Weekly rest days	Salurday and Sunday Thirties
Professory period	6 Take from the core of employments

23/4 Konustrij Sheet, Royagid, Ravdinade, kedin - 627704 9971 509430460 491 9043886415

infingSprendenglescaring.com

HIGHORY THUMB



30 days

To be decided /TR

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

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

In case you do not send your acceptance within this period, this effer may be writtened without any notices.

Joining time: Within 50 days of cooling

2. GENERAL EMPLOYMENT CONDITIONS:

#. EMPLOYMENT PERS

The employment persons continue to delinitely account

other to

by of unlimited classics and shall a price or they empany.

a. HOURS OF WORKS

The Employee is cross plant
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without notice as require change
employee will be expected to work acr
of the Company business needs.

minimum working vicers as specified in "Key on, revise working hours color. When required, the be necessary for the fulfillment

6. PROBATIONARY PERIOD:

The first are hundred and nighty (100) calendar days of employment, from the data of employment, shall be treated as a proportioeary period. During this period. Company may terminate this agreement at any time without any reason on making or comparant on. Employee shall not be entitled to any type of howe during the Probationary Period. At the end of the probation period, the employee may be 'continued' as a permanent employee or derrigated.

IL TERMINATION OF SERVICES:

25/4 Korennij Streat, Buyagini, Bandheelir, India - 027764

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Either the Employee or the Company may term rate this agreement, after protestar period,

n come the other Party advance notice in write the party of Constitute account of the

that such advance notice is not given, the terminating party is bound to compensate the other party with the expension full entary of the Notice Property or pre-rate thereof. Notice given must be served and the Company, at its sale discretion, may waive to right to this compensation.

The Company may terminate this agreement without any notice period (including compensations) in such situation where the timplayer obser the services chartering behavior or not observe to local behavior but.

A COMPENSATION AND BENEFITS

REMIMERATION:

The Beard Salary and various state to the bank account apaceted by the Employee, at account to with the "Key Terms and Conditions" of this agreement, in the event of any resistant to account smoothly the Employee to the Company.

The Company of this agreement is the event of any resistant to account the employee to the Company.

b. OVERTWEE

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te area (business und Monthly solery of the gentre from that the English they work autobia normal med tests.)

A DAMINAL LEAVE:

The Employee shall be critized to a process to the 2 working days in a calcular year) upon completion of every backer (12) from a discriminate service with the Company Annual leave may be availed at any time during the year, and subject to completion of the probationary period. The Company reserves the right to change the timing of the Ecologee's assume leave due to the Company's argent need or demand. Maximum of 5 annual leave days can be carry forwarded to next year, and the remaining leaves will be fortained.

5. SHID OF SERVICE BENEFIT:

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23/4 Kamaraj Street, Jayagiri, Tatribusda, trafin - 62/7/54 +979 329420460

ado@proninginaming.com

Subject to the Employee completing a minimum of one year uninterrupted service with the

a SICK LEAVE

The Employee is permitted to take the maximum of 12 days in Post and year. In the event, that the Employee is alsert from work, due to skinness, for most than two continuous working days, helphe shall be required to produce a certificate signed by an medical practitionar indicating the nature of the linear that caused higher absence. Sick leave shall not be misused by the Employee. Sick leave cannot be carry forwarded to the riest year.

! UNPAID LEAVE:

Unput loave shall be considered only if the employee has exhausted all his presidence between This leave normally limited to cases of unexpected emergency or for humanitarian resisons and will be provided at the sale discretion of the Company. During unpoid leave, all salaries, allowed to the sale discretion of the Employee shall coass until such time as the Employee and as such and the included as part of the Employees. Bendoes with the Company, and as such, impaltitions, shall not be included as part of the Employees. Bendoes with the Company, and as such, impaltitions, shall not be included in the calculate for accumulated leaves. End of Sendoe Sendo.

Q MATERMITY LEAS

The Employee (Shry)
paid leave & 5 month

h. BONUSI

The Employee is not entrance and observe and provide yearly loanus based on the situ stranggy/treasurements.

on magnetic state bases and profits of the parties of the parties

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4 EMPLOYEE'S CELIGATIONS:

- The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her entire technical static to the sendor of the Company.
- The employee, or all times, shall follow the directions of Allahor Supervisors and the Company rules and policies.
- 3. The Employee shall supervise properly and guide all subordinates deltails.
- 4. The Employee shall not engage himself with any other trade, business or professional, and the business of the Company.

 The Employee shall not engage himself with any other trade. Such as the professional and the business of the Company.

 The Employee shall not engage himself with any other trade.

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info@prentingingstog.com

5. Consumption of electricitiques, similar drugs and amoning inside the citics premises is

The Property of the Employee violated

We look forward to welcome you abound

Company

PRIMATE UNITED

Signature M.B.

De 18/8/12

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Employee.

signam Plant

Date: 18/8/23

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Dute 18/3/22 ****

Letter of Appointment

INTEND: PECHRAEOP/1220/00/02

Don S. Hari hundrun (mech)

Subject: Employment Offer

2000

We take to the decreasions we had are just returnly and more alleges to other you the draft amployment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization LIMITED PRIVATE (2) (1) ENGINEERIMO U72500TN2020PTC137F03

t. Key Torms and Con-

Designation	girder Mensey (Hybergenese)
Crada	2 9
Location of employee	Rayage
Monthly salary	Transport allowance : INR 1500 Food allowance : INR 1000
Regular working house & work. days per week	8.5 hours in day 5 or 6 days is word. Firning #68@a.m to 3:20 pun: (Eurich Broat) - 12:46 pin: to 1:15 p.m.;
Virgidy rest days	Salutay and Gardey
Protrianary period	S lights from the date of employments

23/4 Sumuroi Street, Reprojet. Tamifounda, Joslin - 627764

+471 529420840 +91-2012080615

White The Past I

info@provingiousing.com

Notice partor for Temperation

30 ceys

In the deserved (160)

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

Please sand a claimed capy 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 ecceptance within this period, this offer may be withdrawn without any notice.

Your employment offer letter will be issued so the date of lolony. The joining formations and inchestion will be carried out in our Research office.

Joining time: Within 30 days of committee and

2. GENERAL EMPLOYMENT CONDITIONS:

a EMPLOYMENT PERM

The employment pell continue indufratory

tents of unimplaid duration and shall TTT: 0.00 8 00 VI to or the sampany. unmount extents

 HOURS OF WORK! The Employee is out terms and cordition 6 without rolles as require employee will be expected to work add

for an appealed in Nov. so, certae working frours in Corne cellery. When required, the change Who necessary for the fulfillment of the Company business needs.

. PROBATIONARY PERIOD:

The first one hundred and eighty (160) calendar days of employment from the date of amployment, shall be treated as a probationary parted. During this period, Company may terranels this agreement of any time without any reasonner notice or companiation Employee shall not be entitled to any type of leave during the Probationary Period. At the and of the probation period, the employee may be 'confirmed' as a perconent employee or cheroletand.

A. THE WATION OF SERVICES:

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25/4 Kennorui Storet, Repoglif, Tomilnoste, frelia - 027784

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

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that four advance notice is not given, the terminating might is bound to compensate the other party with the equivalent full natury of the factors Partial or provides thereof. Notice given must be corned and the Company, at its sole decretion, may waive its right to the PROPERTY. companiation

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

3. COMPENSATION AND BENEFITS

e. REMUNERATION:

The Basic Solary and various plantage to the Basic on a monthly basic directly to the back, appointed by the constraint in the way for Key Torres, and Conditions" of this agreement. In the owent of any outsignate made award by the Employee commenced to deduction amounts from the to the ContompositionSome Employee's salaries

h OVERTIME!

What required, the Dellary was be coped Employee includes pl watern hours to compare a seed tasto

work accepted hours as may be necessary for the continuous ne Company business part of Monthly salary of the may work outside gramal. g erra line hat the English not applicable.

ANNUAL LEAVE:

working days in a milesche your) The Employee shall be entitled to a governupon completion of every twelve (12) moreta of continuous service with the Company. Annual loove may be evalued at any time during the year, but subject to completion of the probationery period. The Conspany recovers the right to change the strong of the Employee's annual leave due to the Company's urgest need or demand. Maximum of 5. annual leave days can be carry to wanted to next year and the tomporing leaves will be forfelted. PRINCIE AL

d. END OF SURVICE BUNEFITY

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Subject to the Employee completing a minimum of one year uninterrupted service with the Subject to the Employee short on the end of the employment and a contract to make an experience of the employment of the end of the employment.

& SICKLEAVE

The Employee is permitted to take the maximum of 12 days in Political year, in the event that the Employee is absent from each, due to electronic, for the true, two continuous working days, helptic other be required to produce a certificate eighed by an medical precisioner indicating the nature of the linese that caused higher absurbed. Sick leave shall not be retained by the Employee. This linese that caused higher absurbed to the next year.

C UNITARIO LEAVE:

Ungoid heave shall be considered only if the employee has extracated all his annual loove balances. This leave normally limited to cause of unexpected emergency or for humanitarian reasons and will be provided at the sale discretion of the Company. During unpeid leave, all salaries, allowers and the provided at the sale discretion of the Employee shall be unpaid between a stall ruch time as the temploy.

The full duration of the unpaid Long Loove shall not be included so part of the Employees shall accumulated solves, and as such, separate that not be included so part of the Employees. Sprices with the Company, and as such, separate that not be included as part of the Employees.

End of Service Benefit

MATERNITY LEAD

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a monus:

The Employee is not end. Coton are provide yearly Bonus bases on the same montage investments.

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4. EMPLOYEE'S OBLIGATIONS:

- The Employee shall foliatively do oil the works applying to invaling by the Company and shall devote higher antite technical skills to the sensite of the Company.
- The employee, at all times, shall follow the directions of Halber supervisors and the Company rules and policies.
- 3. The limpleyee shall supervise properly and guide all subordinates.
- 4. The Employee shall not engage introud with any extensional, business or professional.

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23/4 Fernerch Street, Bugoglet, Terminania, toda - 627764

+971 1/29470560

info@prontocopionestng.com

5. Consumption of significator, cursus drops and amorping legicle the office promises is

the probability of Indian event the Employees ecolorist

We look forward to welcome you abourd,

Company

PRANT ENGINEERING CONSULTANTS PRIMATE LATTED

Signer M-Bass.

Defe: 18/3/22

Employed

Biggingous / Ow 18 1319



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+971 529425560 1-01 9943886616

integrationgineering com

23/4 Kameroj Street, Enjoyjel, Tonobouda India - 627764



18/3/2022

Letter of Appointment

WIT NO PECAREOPHYDD/00002

Door Terin Johny (MECH) Subject: Employment Offer)

We what to the discussions we had with you recently this would be asset to order you this draft employment offer for the position of Junior MECHANICAL EXPLIEER in our organization PRANT ENGINEERING CONSTITUTED FOR THE PROPERTY LIMITED (CIN:

U72900TN2020PTC13700

1. Key Torms and Contilling

Designation	Serior Me Engineer
Graco	(3)
Lossian of employ	Rayaget
Monthly salary	Gro 5 as balow) Find allowance : INR 3500 Food allowance : INR 1600 Food allowance : INR 1800
Regular working hours & work days per week	S.5 fours a day Procedure of the second of the se
Wasidy rest days	Sarunday and Sunday
Propositionary period	a large trees tree dadar of employers

23/4 Kannanij Slovet, Repugid, Dominada, kultu - 627764 +971 S28420660 +91 9043856818 info@preciso@making.com

Notice puried for Termination. probation part

30 days

Tis Sandardided (TR)

trestably: This draft elephoyment offer is valid for acceptance for a partied of 7 days from the date of mann

Please send a signed copy of this letter including your neceptance to join our organization so that this employer ofter shall be confirmed.

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

Your employment offer letter will be insued on the date of joining. The joining formatises and Induction will be carried out in our Reveniri office.

Joining times Within 30 days of constraint and

2 GENERAL EMPLOYMENT CONDITIONS:

A EMPLOYMENT PERM

The employment per positivos malafinitaly either th

limits are noticed duration are shall or the streamy

b. HOURS OF WORK! The first even is exten

terms and condition" charge without notice as require chance arreloyes will be expected to work will of the Company business needs.

plete the minimum works the part as specified in "Key on revise working hours e Comp Balley, When required, the be necessary for the fulfilment

A PROBATIONARY PERSOD:

The first one hundred and eighty (160) calendar days of employment, from the dide of employment, shall be treated as a probationary paried. During this puried. Company may terminate this agreement at any time without any resident of nation of configencerton. Employee shall not be entitled to any type of teach during the Probationary Picked. At the and of the probation parted, the employee may be 'confirmed' as a permanent employee of chrospanci.

A TERMINATION OF SERVICES:

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edo@pronteregineesing.com

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Enths the Employee or the Company may terminate this agreement, after protestion period,

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that buch advance notice is not given, the terrenating party is bound to compensate the other party with the equivalent full salary of the Notice Project or pro rate thereof. Notice given must be served and the Company, of its sole discorden, may wrow its right-terms compensation.

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

3. COMPRISATION AND BENEFITS

a. REMUNERATION:

and on a monthly insite directly or \$10 The Basic School and Lancus disbank account specified by the expenses of accounting with the Way Torice and Conditions" of this agreement. In the event of any outstance, the bits owned by the Employee. and a design of the deal of the seconds from the to the CompagnishmaGossons Deployee's entarional

b. OVERTIME

When required the recessary for the Employee includes pl working hours to compile

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Work attended hours on may be the Company business to Morarly colory of the may work outside normal Fruit applicable.

G. MINUML LEAVE.

good working days in a calendar year) The Europeyee shad be enthed to a quant upon completion of every twelve (12) element of continuous service with the Company. Annual heave 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 drings lights due to the Company's urgest need of demand. Nothings of 5 annual leave days can be carry forwarded to nest year and the retraining loaves will be PRIMACII AL forteded.

A END OF SERVICE BENEFIT:

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Subject to the Employee completing a minimum of one year uninterrupted privite with the

& SICKLEAVE

The Employee is permitted to take the constraint of 12 days in Palament year. In the event that the Employee is absent from work, due to sideness, for Telephone than two constraints winting days, helpes shall be required to produce a contribute signed by an modical practitioner indicating the nature of the illness that caused higher obsence. Sick interest his not be misused by the Employee. Sick leave connot be carry forwarded to the new year

! UWPAID LEAVE!

Ungain leave shall be considered only if the employee has consisted of the assess for becames. This leave normally limited to cases of unexpected consigency or for humanitarian reasons and will be provided at the sole discretion of the Company. During appets leave, all sateries, elementarial training to the limited bariefits of the Employee shall cope until such time as the Company. The full curation of the unpoint Long Leaves shall not be included as part of the Employees shall private with the Company, and as such, usually focus shall not be included in the calculated assumptioned toyon, End of Service Benefit.

O MATERIATY LEASE

The Employee (She) and the paid leave & 5 months

a. Payment of the based of contral gross salary.

h. BONUS:

The Employee is not employed by Celve an provide yearly Bonus bases on the site strategy/myserments.

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EMPLOYEE'S OBLIGATIONS:

- The Employee shall faithfully do all the works assigned to him/her by the Company and shall devote his/her coûrs prototices shield to the sender of the Company.
- 2. The employee, at all times, shall halow the christians of higher suppressions and the Company rules and policies.
- The Employee shall supervise properly and pudg all subordinates.
- 4. The Employee shall not engage himself with any other trade, business of professional Party, other than the business of \$55,Company

23/4 Kamerei Sheed, Soyagan Tambaskie, India - 622754

+977 327420660 197 9943986415

inde@prontongiousstrg.com

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Programme and Institute event the Employee Victoria

We look forward to welcome you about.

Company

PRAME ENGINEERING CONSULTANTS PRIVATE UNITED

Signature M. Bully. 40,000

Des 18/3/2012

Bed No.

Employee

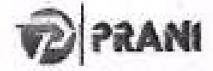
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23/4 Kinnerty Street, Repople, Terrificado Irolia - 077764

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Date 18/3/2-2-

Letter of Appaintment

REF NO. PECHR/EOP/1220/00002

Door Sin Romer (ME(H)
Subject: Employment Offer

We refer to the discussions we had were you receive, and was a passed to offer you this craft employment offer for the position of JUNIOR MECHANICAL ENGINEER in our organization PRANT ENGINEER MICHAEL CONTRACT PRIVATE LIMITED (CIN):

U73900TH3000PTC137889

1. Key Terms and Committee

Designation	Surior Market & Engineer
Credo	2
Location of employer	Recur
Monthly salary	Grow Call Company of the Section of the Company of
Regular working hours & work days per work	5 or 6 days it week Timing: 6:30 sup; to 6:30 p.m. (Lurish Break - 1245 p.d/ %r1:15 p.m.)
Weigdy rust days	Saturday and Banday more
Profitionary parted	6 Contrastron the date of employments

13/4 Komanij Slovel, Rojenjel, Turolinaska, Iralia - 627764 1071 525420560 101 1043896615 eda Spremiseginosting com



30 days.

To be decided (TBD)

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

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

In case you do not send your acceptance within this period, this offer may be withouthout 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 Reveniet office.

of either th

Joining time: Within 30 days of cells in an

2. GENERAL EMPLOYMENT CONDITIONS:

IN EMPLOYMENT PER

The employment per continue indefinitely

h HOURS OF WORK

The Employee is equipment of the Comterns and condition is negative. It changes without notice as require. It changes employee will be expected to work add of the Company business made.

PROBATIONARY PERIOD:

The first one hundred and eighty (160) calendar days of employment, from the date of employment, shall be treated as a probationary period. During this period. Company may 'emmanais this agreement at any time without any reason or notice or comparisation. Implayer shall not be entitled to any type of leave during the Probationary Period. At the end of the probation period, the employee may be 'continued' as a permanent employee or duringed.

A TERMINATION OF SERVICES:

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Billion the Employee or the Company may luminute this agreement, when probation period.

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for Buch advance notice is not given, the terminating pargy is bound to companisate that other party with the equivalent full salary of the Notice Parent of pro rate thereof. Not on given ment the second and the Company, at its sale discretion, may waive its right to the nominarisation.

The Clompany may territorie this agreement without any notice period (including compensations) in such elitation where the Employee does the serious disciplinary behavior or not obeying to local broour law.

March 1880

COMPENSATION AND BENEFITS

REMUKERATION:

The Casto Salory and wetness where the state of a recently basis cheetly to the bank account specified by the Employee, at door to be with the "Kery Terms and Conditions' of this agreement: In the event of any outstand attitudes away by the Employee. franchitt to deciments property from his to the Companyable Employee's caterials

b. OVERTIME:

When required, In necessary for the Employee includes pla working hours to complete a blood tools

weeks and learned hours as may be Months' sware of the To Company business of hay work outside normal By some that the limited not applicable.

- ANNUAL LEAVE:

The Engloyee shall be emissed to a partial working days in a calendar year) upon completion of every tealer (12) research of continuous consideration this Company. Annual beave may be availed at any time during the year, but subject to completion of the probationary puriod. The Company reserves the right to change the timing of the Employee's granual taken due to the Company's urgent need or demand. Maximum of 6 person leave days can be early forwarded to most year and the remaining forwes will be forteiled.

d. END OF SERVICE BENEFIT:

23/4 Kamarol Blood, Ownski, Tominosky, India - 627764

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+91 9940386616

PERMITTED AT Technology and

Descriptions described want

. SICK LEAVE:

The Employee is possitted to take the maximum of 12 days in **Definition** years in the product of the Employee is absent from work, due to sickness, for the state two continuous working days, helicits shall be required to produce a cardicate signed by an maximal processor indicating the nature of the linear that caused higher absence. Sick leave shall not be minuted by the Employee. Sick leave cannot be carry forwarded to the next year.

I UNPAID LEAVE:

Unpoid have small be considered only if the employee has consisted all his serious leave belonces. This leave normally limited to cover of unexpected emergency or for numerication measures and will be provided at the sole decretion of the Company. Ourning unsaid leaves, all sateties, allowages that the sole decretion of the Employee shall coope until such time as the Employee and the Employee that the full duration of the unpoid Long Leave shall not be included as part of the Employee. Services with the Company, and as such, usually does what not be included in the calculate that accumulated leaves. First of Service Bands.

9. MATERIMTY LEAD

The Employee (She) poid leaves & 8 moretre

b. BONUS:

The Employee is not onto the calve an provide yearly Bonus basics on the site stratogy/investments

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Server the Company may fanctal log, future business

4. EMPLOYEE'S CBLIGATIONS:

- The Employee shall testricity do all the works assigned to him/her by the Company and chall decate his/her entire technical addit to the service of the Company.
- The employee, of 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 subordinatus,
- 4. The Employee shad not engage himself with any other trade; business of professional volumes of professional volumes of professional volumes of professional volumes.

25/4 Kernoroj Street, Reyegid, Tarrebooks, India - 6277/AA

+971 929420569 +93 904995445

Info@prominegiocopps.com

Consumption of atomic/liquor, similar range and smoking traids the office promotes in

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We look forward to visitoime you abound

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PRANI ENGINEERING CONSULTANTS PRIVATE LIMITED

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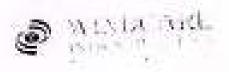
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info@pronismglessring.com



15 | 9 | 2021

Dear ARIVAL JERNSERILLIJ

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We are pleased to looke the welcome letter, pased on your interest and submission of Application Digitals of the turks and conditions of welcome letter are as under

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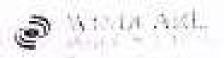
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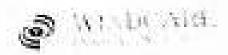
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For Windcare India Private India Limited.,

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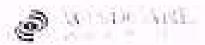
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Dear, Kalessonia F

We are pleased to offer you the full time position of the trainer at Digissiller, Toticocia. With the start date of 12-1-2022. You will be reporting directly to Mr. Hayarajo at Digissiller, Tutterein. We blicke your skills and experience is an excellent match. for our company.

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Please confirm your acceptance of This offer by signing and the returning this later by 39-3-3932.

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

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lleryaraja.S Founder/CEC Digisailor



Done Hannyavalle A

We are placed to offer you for full-time position of the trainer at Digisaltar, Fullcorin With the start date of 12-1-2022. You will be reporting directly to Mr. Hayaraja at Digisaltar, Function. We blieve your skills and experience is an excellent match for our company.

In this role, you will be required to transe position for first one year.

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Please conform your acceptance of This offer by signing and the naturaling this letter by 50-5-2022.

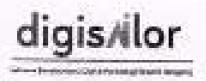
We are excited To have you join our team! If you have any questions, please feet free to reach out at any time.

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With Bost wishes,

Leiyaraja S Founder/CEO Digisallor



Dear, Navithand

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

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With Best wishes.

Halyaraja S Foundar/CEO Digisiailor



Day Laksagna L

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



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With Best wishes.

Ralyaraja S Founder/CEO Digisallor



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Please conform your acceptance of This offer by signing and the 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.

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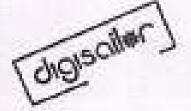
Please conform your ecceptance of This offer by eigning and the returning this letter by 30-3-2022.

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

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With Best wishes.

llalyereje S Founder/CEO Digisation





ICONIX SOFTWARE SOLUTION

Dear, Songalla M

We are pleased to offer you the full-time position of the painte at Jeonix Software Solution, Times well. With the start date of 12-1-2022, You will be reporting directly to McSarevers. Kumas at farmix Software Solution, Figurelyeli. We blieve your skells and experience is an excellent mater for our company.

In this rule, you will be required to trained position for first one year.

The arrival starting sakely for this position is RS.1;20,000 per aumum. In saidition to this starting Salary, we're uffering you because, commission structures, etc.

Please confirm your acceptance of This other, by signing and the returning this ienter by 10-3-2002

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

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Iconia Software Solution



WELCOME LETTER

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5. You will be on protection for a period of sex months from the case of year eq.

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7. Based on the performance will provide Overseas opportunities after 5 recreits of work completion.

6. During Joining have to bring the PPE's (Sefety Shoo & Yellow Colour soficty warting balreet)

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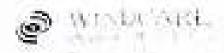
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WELCOME LETTER

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We are pleased to take the welcome letter, based on your special and submission of applications betalls of the terms and conditions of welcome other one as under:

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You will be on probation for a period of extraor the from the date of juming.

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7. Dased on the performance will provide Overseas opportunities after 5 months of work completion.

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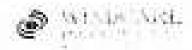
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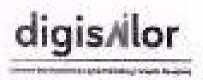
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We are pleased to other you the full-time position of the trained at Digitalibe, Pictoria, With the start date of 12-1-2022. You will be reporting directly to Mr.Bayareja at Digitaliar, Futurers. We blave your civils and experience is an excellent match for our company.

in this role, you will be required to trained position for first one year.

The minual starting salary for this position is RS.1,20,000 per annum. In addition to this starting. Salary, we're differing you becomes, commission structures, exc.

Your employment with Digitalior will be on an at- will basic, which means You and the companyAre free to terminate the employment relationship at any time for any masson This is letter is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digitalian you are also eligible for our benefits groupens; which includes [modical insurance, 401(X), vacation time, etc.], and other benefits Which will be described in Nove detail in the [employee handbook, orientation package,etc.].

Please conform your acceptance of This offer, by eigning and the returning this latter by 30-3-2502.

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

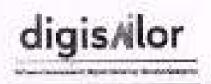
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monatures with Best wishes.

Baysreje.S Founder/CEG Digisation

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Der, Aryal R

We are pleased to offer you the full-time position of the trainer at Digisaliar, Tuticotia With the start date of 12-1-2022. You will be reporting directly to Mallayungo at Digisaliar, Tuticoria. We blieve your skills and experience is an excellent much for our company.

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The arrival starting valuey for this position is RS.1,20,000 per arrival. In addition to this starting, Substy, we're offering you because, commission structures, etc.

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As an employee of Degratian you are also eligible for our benefits programs, which includes [mediales [mediales], and other benefits. Which will be described in More detail in the [employee handbook, orientation package, etc.].

Please conform 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 quantions, pieces feel that to reach out at any time.

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With Best Wishes.

Hatyariqe 5 Founder/CEG Digisarior

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Dose Tadhamathe E

We are pleased to offer you the full-time position of the trainer at Digitaliar, Tuticoria. With the start date of 12-1-2022 You will be reporting directly to Mr Haysogia at Digitaliar, Tuticoria. We blieve your skills and experience is an excellent much for our company.

In this rule, 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 offening you because, commission structures, etc.

Your employment with Digitaline will be on an at- will basic, which means You and the company Are free to terminate the employment relationship at any time for any reason. This is better is not a Contract or guarantee of employment for a define amount of time.

As an employee of Digitalian you are also eligible for our benefits programs, which includes [medical insurance, 401-(6.), variation time, sec.], and other benefits Which will be discribed infelored small in the [employee handbook, orientation package, (40)].

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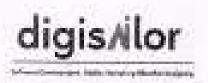
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With Best wishes,

Raiseraji S Founder/CEO Olgisailor

digisalier



Dear, Janifor Sweets A

We are placed to office you the full-time position of the trainer at Digitalian, Tuttooria. With the start date of 12-1-2022. You will be reporting directly to Mr. liayamja at Digitalian, Tuttooria. We blieve 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.

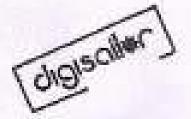
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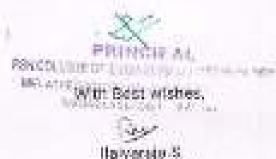
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As an employee of Digitaliar you are also eligible for our benefits programs, which includes medical festiments, 401(K), vacation time, etc.), and other benefits Which will be described in More detail in the [employee basebook, orientation package, etc.].

Please conform your acceptance of This offer by eigning and the seturning this letter by 30-3-2022.

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





llalyereje S Founder/CE0 Digisalior



ICONIX SOFTWARE SOLUTION

Dear Servakuman

We are pleased to reffer you the full-time position of the trainer at Iconic Software Solution, Thransiveli. With the start date of 12-1-2022. You will be reporting directly to Mr. Surveyers Korper at Iconic Software Solution Thransiveli. We blieve your skills and experience is an excellent match for our company.

In this role, you will be required to trained position for first one year.

The arrival starting calary for this position is RS.1,20,000 per arriver. In addition to this starting Salary, we're offering you horsess, commission structures, etc.

Please conform your acceptance of This offer by signing and the returning Stis 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 Regards,



Iconix Software Solution



ICONIX SOFTWARE SOLUTION

Dear, Shahed Agradi 5

We are pleased to offer you the full-time position of the trainer at looms Software Software

In this role, you will be required to menor position for first one year.

The arread starting unkey for this position is \$8.1,20,000 per mattern. In addition to this starting Salary, we're offering you because, commission structures, etc.

Please conform your acceptance of this offer by signing and the returning this lener by 30-3-2022.

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With Regards.

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Der Silvadiana Rijshamara M.

We are pleased to offer you the full-time position of the trainer at least's Software Solution, Tiputelveli With the start date of 12-1-2022 You will be reporting directly to Mr.Saravana Surrar at locals Software Solution Tirunelveli. We blieve your skills and experience is an excellent metch for our company.

In this role, yers will be required to trained position for tirst one year.

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

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

We are excited To have you join our team! If you have any questions, places feel these remark out of any time.

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ICONIX SOFTWARE SOLUTION

Dear Amouther Switch

We are pleased to offer you the full-time position of the trainee at Imania Software Solution. Thunsbulk With the start date of 12-1-2022 You will be reporting directly to Mr.Saravana Kumar at Ioner's Software Solution, Thunselveli. We bilieve your skills and experience is an excellent match for our company.

In this role, you will be required to traines position for first one year.

The annual starting salary for this position is BS 1,26,000 per annual. In addition to this starting Salary, we're offering you benness, commission structures, etc.

Piesse conform your acceptance of This offer by signing and the returning this lotter by 30-3-2022.

We are exceed to have you join our tearn! If you have any questions, please feel free to much you at my time.

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With Regards.



Iconix Software Solution



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ICONIX SOFTWARE SOLUTION

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We are pleased in offer you the full-time position of the matrice at leasing Software Solution, Timeselveli With the start dose of 12-1-2022. You will be reporting directly to Mr. Sonrooms Kumar at learn's Software Solution, Timeselveli. We believe your skills and experience to an excellent motor for our company.

In this role, you will be required to comes position for first one year.

The armsel starting valuey for this position is 8.5.1,20,000 per armon, in addition to this starting. Solarly, we're offering you borroses, commission structures, etc.

Please conform your acceptance of This offer ity signing and the returning this force 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.

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ICONIX SOFTWARE SOLUTION

Dear, Name Baroline A

We are pleased to offer you the full-time position of the mines as books Software Solution, Distinctively. With the start date of 12-1-2022. You will be reporting directly to McSaravano Kamar at Souria Software Solution, Heunelveli. We blieve your skills and experience is an excellent metch for our company.

In this role, you will be required to trained position for first one year.

The unreal starting salary for this position is RS.1,26,600 per arrang. It addition to this starting Subary, we're offering you because, commission structures, etc.

Please conform your acceptance of This offer by signing and the communicathic letter by 30-3 - 2022.

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





Iconix Software Selucion



WELCOME LETTER

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- L. Your case of common ament of Employment will be on . will send the exact data of joining details through SMS.
- 3. Tou are entitled to receive compensation of BMR. [POPP) or PM. Pres Pool. Accommodation & Trevel.
- 4. Your employment would be subject to the Terror & Concident, mentioned in your appointment letter, which will be based to you on your joking date.
- You will be an probation for a period of six months from the data of jorning.
- Please bring the below lessed cooursers; people on your cay of joining.
- Based on the performance will provide Overseas opportunities after 6 months. of work completion.
- Curing Joining have to bring the PPE's (Safety Shop & Yellow Colour safety) working helimed)
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- Abother Card along with your DCE
- Original Academic Certificates (eli flore 10th to Highest) with 2 set of phospage .
- Six passport see photographs (Recent)
- Bank Resshook photocopy

For Experience candidates.

- Griginal Resignation Letter with advacuablement If required
- Pulicyling letter from provious originary (Coginal) If required
- Proof of components on last chown (3 Months Original)

Looking forward to a long and rutually beneficial coross with us.

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For Windows Tryle Private India Limited...

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- 1. Your date of communication of Employment will be on. will send the exact date of joining details through SNS.
- You are existed to receive compensation of THR. 1.00001/c. PM. Proc Hood. Accommodation & Travel.
- 4. Your employment would be subject to the Terms & Conditions, mentioned in your appendiment letter, which will be assed to you on your civing date.
- 5. You will be an processor for a period of six regists from the date of period.
- Projectioning the below lated documents (data is on very day of parent).
- Based on the performance will provide Overseas apportunities efter 6 months. of work completion.
- 6. During lighting have to bring the PPE's (Salety Shoe & Yellow Colour safety womang halmati.
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For Experience candidates.

- Criginal Resignation Letter with advantagement If required
- Reviewing lettler from previous employer (Ongline) If required
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OFFER LETTER

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With reference to your application and subsequent discussions you had write us, we are pleased to inform that you have been selected for the position of \$\overline{T_{\text{---make}\psi} \text{---- (As descript)}\$, we find through the selected for all filess. Company Lander - 19300 enaturally agreed amon as discussed.

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is logical an obligatory on part of management to offer considerated on a section of sour resistant period. of one year. However, preference will be given to you for Flord. Term implayment (iv) regulaequipment extract to your performance, conduct, contribution to the company and vocative.

You will have to undergo reeding enumentations and provide littless contribute as your joining it will be disvegaged If forms medically units or not intentited the timess contribute.

You are advised to bring your sentence talk in original and copy of the same for varification. The original will be returned after verification. The copy of documents such as SSLL HS: III Availables. Diploma/Degree Course completion contribute. TO, Merksheet, Provisional conditions, September sidens proof in proof via Auditor Card, Family Card, PAN Card, Eank Account Proof and Proceeds and photograph 4 rest, for repord.

training appointment order will be provided as per the company TAX after your tolering. For Assistance was treat contact Mr. S. Katherston's Mr. Akash - Burnan Resources (1/15/93818598125) 1-45-74186350657

Looking forward to your joining as a member of Terrecto family and withing satual success for your nave piter getting a smill time along we

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This ofter with represent the Land A. A. A. ... as less signed and responsible to rether date The detail of training appointment order will be provided as per the company T&C after your list ing. For Applicance you have gondact Mr. S. Katherseam, Nr. Aksah - Hamon Researches (491-9080575912)) (-41-7418629094)

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With reference to your application and subsequent discussions you had with us, we are planted to tell their that you have been rejected for the position of True | mid | — True | — on the terms and consistant regularly agreed again as electronic.

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You are expected to join an an or include <u>J.C. H. J.L.</u> at Tongeto them Air India Pat. Ltd., Vist. No. 1006. J., SiPCOT Indiaments Park, Chapterion Expension: Science, Mather Post, Science Hard Rank Resemble & Rank Register. Ct. - 602105. Termi Nada.

It is not an abligatory on past of reanagement to offer employment in exceptions of past was energy cried of one year. However, preference will be given to you for Flood Term Employment (ar) regular employment subject to your performance, conduct, contribution to the commonly and success.

you will have to undergo medical contributions and provide fitness contificate on your joining, it will be discrigged if found medically unit or are submitted the fitness contiliants.

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OFFIR LETTER.

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You are eligible for the Street of Re. ______CTC/Month with other trings benefition per conquery nearly.

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For Tenneco Clean Air India Pvt. Ltd.

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