



IDHAYA ENGINEERING COLLEGE FOR WOMEN

CHINNASALEM-606 201, KALLAKURICHI DISTRICT, TAMIL NADU, INDIA.

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai.

2(f) Status of UGC, An ISO 9001: 2015 Certified Institution

A Christian Minority Institution run by the Franciscan Sisters of the Immaculate Heart of Mary Society, Puducherry.

Phone: 04151-258325, 258326

Website: www.iecw.edu.in

Email ID: idhaya@iecw.edu.in

5.2.1 Average percentage of placement of outgoing students during the Academic Year 2018-19

Sl.No	Name of student placed and Contact details	Program graduated from	Name of the employer with contact details	Page No
1.	Preetha J, preethaacceng@gmail.com	BE-ECE	Ignited minds Solutions, Puducherry.7708882398	5
2.	S.JeniferSharmila, jenifersharmila@gmail.com	BE-ECE	Aagna Global Solutions Pvt. Ltd, Chennai-600117, info@aagnaglobal.com	8
3.	Akilandeswari A, akilandeswari002@gmail.com	B.E-CSE	Aagna Global Solutions Pvt. Ltd, Chennai-600117, info@aagnaglobal.com	9
4.	Akalya.S, akalvasakthi98@gmail.com	B.E-CSE	Flextronics Technologies (India) Private Limited,Kanchipuram.	10
5.	Liciyaangel A, 9790290083	B.E-CSE	Aagna Global Solutions Pvt. Ltd, Chennai-600117, info@aagnaglobal.com	13
6.	MohanaPriya.M, mpriyakala@gmail.com	B.E-CSE	Aagna Global Solutions Pvt. Ltd, Chennai-600117, info@aagnaglobal.com	14
7.	Shabeena.H, Shabeena786@gmail.com	B.E-CSE	Aagna Global Solutions Pvt. Ltd, Chennai-600117, info@aagnaglobal.com	15
8.	Pradeepa P, pradeepapandi27@gmail.com	BE-EEE	SL Lumax Limited, Sriperumbudur.914471207520	16
9.	Sathya.V, sathyanathmar1998@gmail.com	BE-EEE	Triple N Infotech, Chennai. project@tripleninfotech.com	18
10.	Farhana A, farhanafaseha23@gmail.com	BE-ECE	Triple N Infotech, Chennai. project@tripleninfotech.com	20
11.	Sangeetha.K.S, kssangeetha158@gmail.com	BE-ECE	TATA Consultancy Servces, Chennai. 914466162222	22
12.	Sheik Afrin.K, afrinece83@gmail.com	BE-ECE	Triple N Infotech, Chennai. project@tripleninfotech.com	40
13.	Renukadevi A, renuanandhu@gmail.com	BE-CSE	Ignited minds Solutions, Puducherry.7708882398	42
14.	Bharathi S, 9566981472	B.Tech-IT	Innovative Academy For students,Ambattur,Chennai. 7373567117	45
15.	Padhma.P, 9843983391	B.Tech-IT	Aagna Global Solutions Pvt. Ltd, Chennai-600117, info@aagnaglobal.com	47
16.	Pravitha.S, 9976685848	B.Tech-IT	Innovative Academy For students,Ambattur,Chennai. 7373567117	48

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17.	V.Padma, padmav1998@gmail.com	BE-ECE	Teamlease skills university, info@teamleaseuniversity.ac.in	50
18.	ArockiaSherlinMonisha A, monishaanto1998@gmail.com	B.E-CSE	Innovative Academy For students,Ambattur,Chennai. 7373567117	53
19.	Arthi A, arthi12051998@gmail.com	B.E-CSE	Mecniques, Coimbatore. infomecniques@gmil.com	55
20.	Bharathi P, bharathi@gmail.com	B.E-CSE	Kuvira Cybernetics, Vellore. kuviracybernetics@gmail.com	56
21.	Dhivya.S, dvdivya2015@gmail.com	B.E-CSE	Ignited minds Solutions, Puducherry.7708882398	57
22.	Gayathri G, sugu1234@gmail.com	B.E-CSE	SL Lumax Limited,Sriperumbudur.9104471207520	60
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25.	Kanimozhi D, dmajeethkumar1997@gmail.com	B.E-CSE	Ignited minds Solutions, Puducherry.7708882398	64
26.	Karpakam S, ksasi2604@gmail.com	B.E-CSE	Hailstone Technology, Coimbatore. info@hailstonetechnology.in	67
27.	Kowsalya S, kowsalya123@gmail.com	B.E-CSE	Ignited minds Solutions, Puducherry.7708882398	68
28.	Manju.M, manjumenon3197@gmail.com	B.E-CSE	Mecniques, Coimbatore. infomecniques@gmil.com	71
29.	Nirmala E, enirmala98@yahoo.com	B.E-CSE	Hailstone Technology, Coimbatore. info@hailstonetechnology.in	72
30.	Nithya.M, 9952843315	B.E-CSE	Kuvira Cybernetics, Vellore. kuviracybernetics@gmail.com	73
31.	Priya S, priyasjp1234@gmail.com	B.E-CSE	Advanced Science & Technology Research Centre International, Salem. hr.astrc@gmail.com	74
32.	Reshma.R, chitrareshma25@gmail.com	B.E-CSE	SL Lumax Limited,Sriperumbudur.9104471207520	76
33.	Santhiya S, santhiyasaaral@gmail.com	B.E-CSE	Innovative Academy For students,Ambattur,Chennai. 7373567117	78
34.	Sharmila.K, sharmi5198@gmail.com	B.E-CSE	War Room Technologies, Salem. hrwtsalem@gmail.com	80
35.	Shobana.S, shobana16@gmail.com	B.E-CSE	Kuvira Cybernetics, Vellore. kuviracybernetics@gmail.com	82
36.	Sulochana M, sulochana98munusamy@gmail.com	B.E-CSE	Ignited minds Solutions, Puducherry.7708882398	83
37.	Anbarasi P, anpuarul3097@gmail.com	BE-EEE	Hailstone Technology, Coimbatore. info@hailstonetechnology.in	86

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45.	Nithiya C, nithi@gmail.com	BE-EEE	Hailstone Technology, Coimbatore. info@hailstonetechnology.in	95
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47.	Ramya P, ramyamanasha103@gmail.com	BE-EEE	Sri Vinayaga Electricals. engineerssve@gmail.com	97
48.	Rasika R, radharasi1277@gmail.com	BE-EEE	Hailstone Technology, Coimbatore. info@hailstonetechnology.in	98
49.	Reka R, ramureka@gmail.com	BE-EEE	KarpagaVinayagar Industries, Chennai. 26358178	99
50.	Anbarasi.R, 9600932495 anbarasisat@gmail.com	BE-ECE	REDCASO Solutions Pvt Ltd, Chennai, hr@redcaso.com	100
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52.	Arulmozhi M, tamilmuthamil2000@gmail.com	BE-ECE	Kuvira Cybernetics, Vellore. kuviracybernetics@gmail.com	102
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65.	Shaliya Mary P, shaliyatamil1998@gmail.com	BE-ECE	Vei Technologies, 9003785766	117
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69.	SherlyMettilda Dennis, 8807288336	B.Tech-IT	ARM Sofitech Solutions	122
70.	Sumithra S, 7639157615	B.Tech-IT	Innovative Academy For students,Ambattur,Chennai. 7373567117	123

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CHINNASALEM-606 201, KALLAKURICHI DT

Ignited Minds Solutions



DATE: 03-07-2019

To,
PREETHA J,
20/1, KIZHA THERU STREET,
KARUPPUR POST, KATTUMANNAR KOIL TALUK,
CUDDALORE DT – 608401

APPOINTMENT LETTER

Dear Ms. Preetha J,

This has reference to your application and the subsequent discussions you had with us.

1. **Position:** You are being appointed as “**Embedded Design Engineer**”.
2. You will initially be based at **Puducherry**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **1,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 6 months if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary



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period, it will be deemed to have been extended until the company confirms you in writing.

7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
9. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
10. **Retirement Age:** You will retire from the services of the Company on attaining the age of 58 years.
11. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and


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- (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
- II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
 - III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with Subhkam Group.
 - IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Amendments to the above terms and conditions, if any will be made in writing.
16. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

Wish you all the very best in your new assignment.

Thanking You.

Yours faithfully
For Ignited Minds Solutions

(CEO)

Accepted

Signature & date

new
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Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN.

Mr/Miss : S. JENIFER SHARILA

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Aagna Global Solutions Pvt Ltd"

Further to our discussion, we are pleased to inform you that you have been provisionally selected for providing support and services for our organization on the following terms and conditions and does not constitute to an appointment.

Broad Terms and Conditions


1. Designation of Intern Process Associate will be assigned in the event of you formally being appointed.
2. You will be provided extensive for a period of 10-12 days and formally appointed on the rolls of the company upon successful completion of the Training and will be on probation for 3 months.
3. You will be paid compensation of Rs 1,20,000/- as Annual Remuneration CTC (Gross Salary differs according to the branches) inclusive of various deductions as per the labor laws. Salary will not be applicable in the case of you not successfully completing the Training. This is subject to change as per Company's norms and policies over a changing scenario.
4. This appointment is subject to being found medically fit to take up this job and flexible to work in allotted shift.
5. You will be required to join us on or before 17th of June 2019. A detailed Letter of Appointment shall be issued to you upon your successful completion of Training.

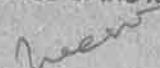
At the time of joining you will be required to furnish :

- a) This original Conditional Offer Letter issued to you
- b) Any one **photo copy** of Academic Certificate - (Xth or XIIth Certificate)
- c) Copies of all Educational Qualifications and applicable certifications.
- d) 2 Copies of Proof of Identity & Proof of address.
- e) 2 passport size photographs.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

For and on behalf of the Management of


Human Resource


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Aagna Global Solutions Pvt Ltd

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Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN.

Mr/Miss : A. AKILANDESWARI

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27-Aug-2021

Akalya

2909807

27-Aug-2021

Dear Akalya,

We are pleased to offer you the position of **Fixed Term Trainee** on a fixed term contract with effect from 27-Aug-2021 for a period of 12 months. Please note that this contract is based on specific business assignment which we presently have and will automatically come to an end as at the close of business hours on 26-Aug-2022. You will be attached to Teardown and will support all activities relating to Teardown.

You will be governed by the Flextronics Code of Business Conduct and Ethics and you are required to read, understand and acknowledge a copy of the same.

Stipend & Benefits:

Your consolidated stipend will be Rs.14,500/- per month. Please find below the details of other allowances and benefits applicable to you.

Details	INR Per Month	INR Per Annum
Consolidated Stipend	14500	174000
Deductions		
Provident Fund	1740	20880
ESI	109	1305
Transport	250	3000
Canteen	250	3000
Total Deduction	2349	28185
Net Salary	12151	145815

You will also be eligible for extra benefits as below:

- Attendance Bonus will be paid every month based on the company norms for 100% attendance and that shall be considered for ESI contribution.
- Statutory Bonus at the time of final settlement based on the Bonus prescribed under The Minimum Wages Act.

Confidentiality:

You will not at any time, without the consent of the Appointing Authority, disclose or divulge or make public except on legal obligation any information about the Organisation or its business or its affairs or secrets, whether the same may be confided to you or become known to you in the course of your training with the Organisation or otherwise, to any other individual or Institution during your training period or even after you leave the Organisation.

If you conceive any new or advanced method of working and improving the system or process in relation to the training in the Organisation or its business, such developments will be fully communicated to the Organisation and shall remain the sole right / property of the Organisation.


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Working Hours, Holidays and Leave:

You will observe the working hours, holidays and leave as per rules applicable to your category.
Work Timings: A Shift: 07:00 AM to 03:00 PM, B Shift: 03:00 pm to 11:00 pm, C shift: 11:00 pm to 07:00 am and one lunch break. You will be eligible for one day leave per month and one day as weekly off per week. You will be eligible for the National & Festival Holidays for the year as displayed in the Notice Board. Working on any weekly off / Holiday, compensation off should be availed prior to the said weekly off / Holiday.

Company provided ID card is essential to allow you to travel in company transport. You will not be allowed into the premises without ID card.

You shall register your attendance four times a day. In case of single registration of attendance, you will not be considered as present for the day. If any error or issue found related to your attendance, you may contact HR department.

Medical Record:

At any time during the course of your training, if you incur medical limitations or medical issues that restrict you from performing your training, the company will work with you to try and provide a reasonable accommodation based on your medical needs. In case of any sickness for more than 2 days, you will submit your medical record / Certificate to the Medical Centre and get medical opinion by Company assigned Medical Doctor for further fitment to continue your training and such opinion from Doctor shall be final and binding on you.

Proof of Age

You will be required to produce satisfactory proof of age at the time of joining. The same may be evidenced from the School Leaving certificate or from the birth registration certificate. Once, such proof of age is accepted and recorded on the company's register, you will not be permitted to seek a change of date of birth.

Past Record

If at any time in future, any declaration or information furnished by you to the company is proven to be false or if you are found to have willfully suppressed any material, information, your apprenticeship shall be discontinued at any time, without any notice or compensation in lieu thereof.

Code of Conduct

Flextronics prides itself as a company with the highest order of ethical conduct in its dealings with customers, suppliers, agents and governments. As part of your Apprenticeship Training agreement with the company, it is important that you fully understand this philosophy and the policies governing it. A copy of the Flextronics Code of Conduct for training with the company is attached. Please sign the attached declaration with the "Code of Conduct" and return it to us, as a token of your having read, understood and agreeing to abide by its contents.

Data Privacy & Protection

Flextronics has in place Binding Corporate Rules throughout its Global Footprint as an organization. These rules are seen by Regulators as the highest Standard of Data Protection available to any company. With these BCR's in place Flextronics meets the necessary criteria to hold and manage Personal data include the transfer of personal data transnationally within the Flextronics Organization.

Personal data (including sensitive data) relating to you which has been or is in the future obtained by the Company may be held and processed by the Company or any associated company either by computer or manually for any purpose relating to the administration, management and operation of your training, (including payment of stipend and maintenance of attendance, evaluation and conduct records) or in relation to the Company's legal obligations or business needs.


Dr. R. GURUMANTI, M.E., Ph.D., M.B.A., M.ITE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-636201, BALLAKURICHI DT

Flextronics Technologies (India) Private Limited, No 90, Survey No 400 and 402, ASV Mind Space, SP Road,
Uthukkadu, State Highway 120, Kattavakkam Village, Wallajabad Taluk, Kanchipuram, Tamil Nadu - 636105 India.

Main +91 (44) 3816-3001 | www.flex.com | CIN - U31909TN2001PTC070708

flex

Separation:

The Company reserves the right to terminate this training period without giving any notice and /or assigning any reason thereto and without any payment or any compensation.

Training period shall be terminated in case of Unauthorized Absence or Absence without permission for a period exceeding 10 consecutive days, except for medical reasons.

Your period of training shall automatically come to an end at the expiry of the fixed term period.

On relieving all the Company assets like Aprons, ESD, ID card to be submitted HR. Deduction of Rs.350 shall be deducted for unreturned PPEs.

Other Terms & Conditions:

Your training period in the company will be subject to the rules and regulations of the company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters.

You shall during your training with us, devote your whole time and attention to the company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or training other than the Company's business except with Company's prior approval obtained in writing.

Whenever there is a change in your personal information, you shall notify the Company in writing within three days.

At the time of reporting for training, please bring with you all your original certificates along with three photocopies.

Please sign and return to us the duplicate copy of this letter in token of your acceptance of the above terms and conditions.

Yours faithfully,

For FLEXTRONICS TECHNOLOGIES (INDIA) PRIVATE LIMITED

Sandra Andrews

SANDRA ANDREWS
DIRECTOR - HUMAN RESOURCES

ENDORSEMENT

I hereby confirm acceptance of the above traineeship offer, on the terms and conditions stipulated therein.

PLACE: *Kattavakkam*

DATE: *27/8/2021*

S. Akanya
SIGNATURE OF THE CANDIDATE

Renu
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ITE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN

Mr/Miss : A. LICIYA ANGEL

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Aagna Global Solutions Pvt Ltd"

Further to our discussion, we are pleased to inform you that you have been provisionally selected for providing support and services for our organization on the following terms and conditions and does not constitute to an appointment.

Broad Terms and Conditions

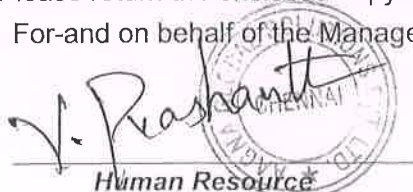
1. Designation of Intern Process Associate will be assigned in the event of you formally being appointed
2. You will be provided extensive for a period of 10-12 days and formally appointed on the rolls of the company upon successful completion of the Training and will be on probation for 3 months.
3. You will be paid compensation of Rs.1,20,000/- as Annual Remuneration **CTC.(Gross Salary differs according to the branches)** inclusive of various deductions as per the labor laws. Salary will not be applicable in the case of you not successfully completing the Training. This is subject to change as per Company's norms and policies over a changing scenario.
4. This appointment is subject to being found medically fit to take up this job and flexible to work in allotted shift.
5. You will be required to join us on or before 17th of June 2019. A detailed Letter of Appointment shall be issued to you upon your successful completion of Training.


At the time of joining you will be required to furnish :

- a) This original Conditional Offer Letter issued to you
- b) Any one **photo copy of Academic Certificate - (Xth or XIIth Certificate)**
- c) Copies of all Educational Qualifications and applicable certifications.
- d) 2 Copies of Proof of Identity & Proof of address.
- e) 2 passport size photographs.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

For-and on behalf of the Management of


Human Resource


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNAI, EM 700 201, KALLAKURICHI DT.

Aagna Global Solutions Pvt Ltd

#152, Fortune Towers, (III Floor) 200 Feet Road, Kovilambakkam, Chennai-600117

W: www.aagnaglobal.com | E: info@aagnaglobal.com | P: +91 44 30959589 / 30959599



Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN.

Mr/Miss : M. MOHANA PRIYA

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Aagna Global Solutions Pvt Ltd"

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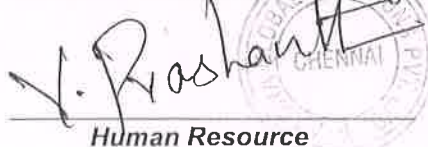
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- d) 2 Copies of Proof of Identity & Proof of address.
- e) 2 passport size photographs.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

For-and on behalf of the Management of


Human Resource


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
MUNIALPET-606 201, KALLAKURICHI DT.

Aagna Global Solutions Pvt Ltd

#152, Fortune Towers, (III Floor) 200 Feet Road, Kovilambakkam, Chennai-600117
W: www.aagnaglobal.com | E: info@aagnaglobal.com | P: +91 44 30959589 / 30959599



Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN.

M#Miss : H. SHABEENA

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Aagna Global Solutions Pvt Ltd"

Further to our discussion, we are pleased to inform you that you have been provisionally selected for providing support and services for our organization on the following terms and conditions and does not constitute to an appointment.

Broad Terms and Conditions

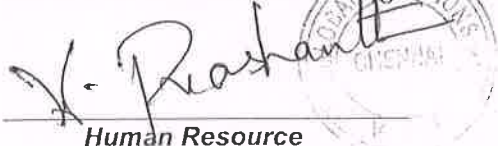
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For-and on behalf of the Management of


Human Resource


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.;
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHENNAI - 600117
201. KALLAKURICHI DT.

Aagna Global Solutions Pvt Ltd

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W: www.aagnaglobal.com | E: info@aagnaglobal.com | P: +91 44 30959589 / 30959599



SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist,
Tamilnadu, India. Phone : 91-044-71207520

APPRENTICE APPOINTMENT ORDER

GSTIN : 31AAACL1857B1Z1 CIN : U34300TN1997PLC048136

Ref: SL/HR/414202


21.07.2021

PRADEEPA P
REAR COMBI ASSEMBLY
414202

Dear Pradeepa,

Further to your application dated 19.07.2021 and the interview you had with us on 19.07.2021 we are pleased to engage you as an Apprentice on terms and conditions mentioned below.

1. **PERIOD:** The Apprenticeship commences on 3 years from 19.07.2021 ends on 18.07.2024
2. **STIPEND:** During the period of Apprenticeship, you will be paid a monthly stipend follows:
 - a. I year -Rs. 12,250.00
 - b. II year -Rs. 13,750.00
 - c. III year -Rs. 15,250.00
3. **RIGHT TO EXTEND THE PERIOD :** Your progress as an apprentice will be closely assessed and therefore the any phase of apprenticeship is liable to be extended for such period as may be deemed necessary if your progress is not satisfactory.
4. **PLACE OF APPRENTICESHIP:** Your place of apprenticeship will be at SL Lumax Ltd., Sriperumbudur. You are, however liable to be transferred to any departments of our establishments, anywhere in India and your apprenticeship may be loaned to any of our Group/Associate Companies.
5. **AUTOMATIC CESSATION :** Unless the management considers it necessary to take you on the rolls of the company, you engagement as an Apprentice shall automatically cease on completion of the apprenticeship period.
6. **RULES AND REGULATIONS :** You shall abide by the rules and regulations of the company which are in force and which may enforced from time to time.
7. **LEAVE ENTITLEMENT:** Except for the holidays which the company may declare, you are not entitled to any leave during your Apprenticeship period.
8. **NATURE OF TRAINING :** You will undergo training in any of the machines / shifts as decided by the management from time to time. The training imparted to you will also include on the job training.
9. **SAFETY AND DISCIPLINE :** You will observe regulations concerning safety and conduct yourself within the disciplinary norms prescribed by the management.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.



SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sipcot Industrial Park,
Irungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist.,
Tamilnadu, India. Phone : 91-044-71207520
GSTIN : 33AAACL1857B1Z1 CTN : U34300TN1997PLC048136

10. **MEDICAL FITNESS:** Your engagement as an apprentice is subject to your being found medically fit at all times, for medical fitness is a pre-requisite for continued engagement.
11. **SECURITY:** You shall maintain strict secrecy with regard to work entrusted to you and matters connected with the company
12. **PROHIBITION AGAINST OTHER AVOCATION:** You shall not engage yourself in any trade, business or occupation during the period of your association with our company.
13. **MISREPRESENTATION OF FACTS:** If information furnished by you in your application regarding qualification, previous experience, employment details etc. are found to be incorrect inadequate or not true, your apprenticeship is liable to be terminated.
14. **TERMINATION DURING THE PERIOD OF APPRENTICESHIP:** In any event if the management deems that your activities will interfere with the training which is being imparted to you or your performance is not satisfactory the management is entitled to terminate your apprenticeship during the period of apprenticeship.
15. **EMPLOYMENT:** There is no obligation whatsoever on company's part to offer you any employment after completion of your apprenticeship.
16. **RESIDENTIAL ADDRESS:** Any change in your residential address shall be intimated to the management within three days of such change.
17. This appointment will be terminated instantly at any time, Under the following clauses:

17.1 If you involve in anti-company activities like money scandal either within the company or with vendor / suppliers, involving participating in the activities affecting the industrial peace etc.

17.2 If your performance does not meet the changing organizational needs

17.3 Disobey of Company Policy, Rules & Regulation continues more than an occasion.

If the aforesaid terms and conditions are acceptable, Please return the duplicate copy of the letter duly signed in token of your acceptance of the above terms.

Thanking you,

For SL LUMAX LTD.,

JEON JOO YEOL
MANAGING DIRECTOR

I accept the above terms & conditions.

Signature

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.





Triple N Infotech

APPOINTMENT LETTER

23 April 2019

Dear Mis.V.Sathya,

Congratulations for being a part of **Triple N Infotech**

We are happy to inform you that you are short listed for the post of “**Software Engineer**” with our company. You are requested to join as on or before **June 03, 2019** at Chennai office.

This offer will be subject to the Standard Terms and Conditions of Employment by Triple N Infotech and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The overall CTC offered to you is **Rs.1.02 lacs per annum**

This offer of employment with Triple N Infotech is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions

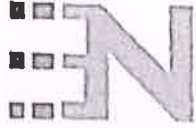
There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company

Waw
Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ITE., P.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASAI EM-606 201, KALLAKURICHI DT.

Triple N Infotech

No. 33 (Old No. 14/1), First Floor, Madley Road, T.Nagar, Chennai - 17.

Ph. : 044 - 42868371, E-mail : project@tripleninfotech.com, web. : www.tripleninfotech.com



Triple N Infotech

Triple N Infotech is not liable for any past dues owed by you as part of termination of any previous employments.

You are not bringing in any Intellectual Property that you do not have sole ownership of.

If you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self attested photo copy; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
 - 10th & 12th mark lists
 - Under graduate / degree mark list and degree certificates
 - Post graduation mark list and degree certificates (if any)
 - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. PAN card, driving license, Electoral card
6. Photographs (3 copy)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the Triple N Infotech family.

Best Regards,

For Triple N Infotech
Manager



W. S. S.
Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M. ISTE, E.I.E.

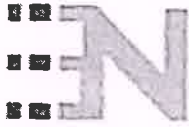
PRINCIPAL

**IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI D1**

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Ph. : 044 - 42868371, E-mail : project@tripleninfotech.com, web. : www.tripleninfotech.com



Triple N Infotech

APPOINTMENT LETTER

23 April 2019

Dear Mis.A.Farbana,

Congratulations for being a part of Triple N Infotech

We are happy to inform you that you are short listed for the post of "Software Engineer" with our company. You are requested to join as on or before June 03, 2019 at Chennai office.

This offer will be subject to the Standard Terms and Conditions of Employment by Triple N Infotech and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The overall CTC offered to you is Rs.L02 lacs per annum

This offer of employment with Triple N Infotech is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions

There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company


Dr.R.GURURAMAN, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
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6. Photographs (3 copy)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the Triple N Infotech family.

Best Regards,

For Triple N Infotech
Manager



Invent
Dr. R. GURUNATHAN, B.E. PHD, M.B.A., M.T.E.
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

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Ph. : 044 - 42868371, E-mail : project@tripleninfotech.com, web. : www.tripleninfotech.com



Offer: Computer Consultancy

Ref: TCSL/DT20184633821/Chennai

Date: 16/06/2019

Ms. Sangeetha
286North Kattu Kottai,Eravar,
Melur(Post),Kallakurichi.,
Kallakurichi-606201,
Tamil Nadu.
Tel# 91-9442573859

Dear Sangeetha,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

R. Gurumani
Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT

TCS Confidential
TCSL/DT20184633821

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

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TCSL/DT20184633821

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumbharanagar, Sholinganallur, Old Mahabalipuram Road, Chennai 600 082
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office: Ninnal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Ruani
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.A.S.TE., F.I.E.,
PRINCIPAL

ADHAYA ENGG. COLLEGE FOR WOMEN
GHINNASALEM 606 201, KALLAKURICHI DT



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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TCSL/DT20184633821

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu
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Registered Office: Nirmal Building, 9th Floor, Narima Point, Anna Salai, Chennai 600 085
TCS Careers Serviceline: 1800 209 3311 Email: careers@tcs.com

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

Loans

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

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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Handwritten signature

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Sangeetha
Designation	Assistant System Engineer-Trainee
Institute Name	

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:


(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.


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2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.


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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHU DT.

TCS Confidential
TCSL/DT20184633821

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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R. Gurumani
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
17
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Ramesh
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
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TATA CONSULTANCY SERVICES
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Triple N Infotech

APPOINTMENT LETTER

23 April 2019

Dear Mis.K.Shek Afrin,

Congratulations for being a part of Triple N Infotech

We are happy to inform you that you are short listed for the post of "Software Engineer" with our company. You are requested to join as on or before June 03, 2019 at Chennai office.

This offer will be subject to the Standard Terms and Conditions of Employment by Triple N Infotech and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.


The overall CTC offered to you is Rs.1.02 lacs per annum

This offer of employment with Triple N Infotech is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions

There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

Triple N Infotech

No. 33 (Old No. 14/1), First Floor, Madley Road, T.Nagar, Chennai - 17.

Ph. : 044 - 42868371, E-mail : project@tripleninfotech.com, web. : www.tripleninfotech.com



Triple N Infotech

Triple N Infotech is not liable for any past dues owed by you as part of termination of any previous employments.

You are not bringing in any Intellectual Property that you do not have sole ownership of.

If you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self attested photo copy; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
 - 10th & 12th mark lists
 - Under graduate / degree mark list and degree certificates
 - Post graduation mark list and degree certificates (if any)
 - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. PAN card, driving license, Electoral card
6. Photographs (3 copy)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the Triple N Infotech family.

Best Regards,

For Triple N Infotech
Manager



Gurumani
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,

PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

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Ph. : 044 - 42868371, E-mail : project@tripleninfotech.com, web. : www.tripleninfotech.com

Ignited Minds Solutions



DATE: 07-06-2019

To,
RENUKADEVI A
136F/4, Kesavallu Nagar, Kallakurichi, Villupuram-606202

APPOINTMENT LETTER

Dear Ms. RENUKADEVI A,

This has reference to your application and the subsequent discussions you had with us.

1. **Position:** You are being appointed as “**Trainee, Developer**”.
2. You will initially be based at **Puducherry**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **1,44,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You

[Signature]
Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
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period, it will be deemed to have been extended until the company confirms you in writing.

7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
9. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
10. **Retirement Age:** You will retire from the services of the Company on attaining the age of 58 years.
11. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and

R. Gurumani
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
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CHINNASALEM-606 201. KALLAKURICHI DT

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- (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
- II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
- III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with Subhkam Group.
- IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Amendments to the above terms and conditions, if any will be made in writing.
16. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

Wish you all the very best in your new assignment.

Thanking You.

Yours faithfully
For **Ignited Minds Solutions**

(CEO)

Accepted

Signature & date

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.



IAS

Innovative Academy For Students

February 15, 2019

Ms Bharathi

4sbybharathi@gmail.com

Dear Bharathi,

Further to our interactions with you, we are pleased to offer you the position of Associate - Training with the Aptitude Practice at Innovative Academy for Students (mostly referred as IAS).

Your joining date is Monday, March 04, 2019. Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to IAS and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate - Training with an Annual CTC of **Rs.300000/-**. **The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.**

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer, by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



IAS

Innovative Academy For Students

Annexure I: Compensation Structure

Name	Ms. Bharathi	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		100000
2	House Rent Allowance		40000
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		54200
6	Provident Fund (Employer Contribution)		21600
Total Fixed Pay per annum			250000
Annual Performance Linked Pay (Maximum)			50000
Total Cost to Company			300000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely

Manigandan R
Founder – IAS

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

Mani
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL

IBHAYA ENGG. COLLEGE FOR WOMEN

32, Rajaji Street, Ambattur Industrial Estate, Ambattur, Chennai - 600058 | +91 7373 567 117



Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN.

Mr/Miss : P. PADHMA.

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Aagna Global Solutions Pvt Ltd"

Further to our discussion, we are pleased to inform you that you have been provisionally selected for providing support and services for our organization on the following terms and conditions and does not constitute to an appointment.

Broad Terms and Conditions

1. Designation of **Intern Process Associate** will be assigned in the event of you formally being appointed
2. You will be provided extensive for a period of 10-12 days and formally appointed on the rolls of the company upon successful completion of the Training and will be on probation for 3 months.
3. You will be paid compensation of Rs. **1,20,000/-** as Annual Remuneration **CTC. (Gross Salary differs according to the branches)** inclusive of various deductions as per the labor laws. Salary will not be applicable in the case of you not successfully completing the Training. This is subject to change as per Company's norms and policies over a changing scenario.
4. This appointment is subject to being found medically fit to take up this job and flexible to work in allotted shift.
5. You will be required to join us on or before **17th of June 2019**. A detailed Letter of Appointment shall be issued to you upon your successful completion of Training.


At the time of joining you will be required to furnish :

- a) This original Conditional Offer Letter issued to you
- b) Any one **photo copy of Academic Certificate - (Xth or XIIth Certificate)**
- c) Copies of all Educational Qualifications and applicable certifications.
- d) 2 Copies of Proof of Identity & Proof of address.
- e) 2 passport size photographs.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

For-and on behalf of the Management of


Human Resource


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNAI SALEM ROAD 201, KALLAKURICHI DT.

Aagna Global Solutions Pvt Ltd

#152, Fortune Towers, (III Floor) 200 Feet Road, Kovilambakkam, Chennai-600117

W: www.aagnaglobal.com | E: info@aagnaglobal.com | P: +91 44 30959589 / 30959599



IAS

Innovative Academy For Students

February 15, 2019

Ms Pravitha
reninjeeva98@gmail.com

Dear Pravitha,

Further to our interactions with you, we are pleased to offer you the position of Associate - Training with the Aptitude Practice at Innovative Academy for Students (mostly referred as IAS).

Your joining date is Monday, March 04, 2019. Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to IAS and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate - Training with an Annual CTC of **Rs.300000/-**. **The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.**

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer, by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



IAS

Innovative Academy For Students

Annexure I: Compensation Structure			
Name	Ms. Pravitha	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		100000
2	House Rent Allowance		40000
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		54200
6	Provident Fund (Employer Contribution)		21600
Total Fixed Pay per annum			250000
Annual Performance Linked Pay (Maximum)			50000
Total Cost to Company			300000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you

Yours sincerely

Manigandan R

Founder - IAS

R. MANIGANDAN
Founder

Innovative Academy for Students (IAS)

Ambattur, Chennai - 600 058.

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ITE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

Date: 01 Nov 2020


Name: Ms. Padma V
Trainee ID: TL10332979
2101 Maryambai Kovil Street Madhavaram East, Chennai
600 027
803 651807

Dear Ms. Padma V

Course Registration Letter

We are pleased to engage you as a Trainee, subject to the following terms and conditions:

1. The period of training shall be 3 years with start date: 01 Nov 2020 and end date: 31 Oct 2023 and the same shall not be entitled for any further extension.
2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour regulations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013].
3. During the course of the training programme you would be going through online session on the following:
 - a. Communication Skills
 - b. Personality Development and
 - c. Computer Skills
4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as issued to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.
5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. You shall maintain a record of the details of your On Job Training during your On Job Training period.
7. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of the Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Not enter into any contract which is detrimental to the interest of TeamLease Skills University and receive any payment of any nature directly or indirectly unless agreed to by TeamLease Skills University. Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013].
 - iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.
8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT

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TEAMLEASE SKILLS UNIVERSITY

Office: BMCIC Council Complex, 2nd Floor, 20 Park Road, Nanganallur, Chennai - 600 045. Ph: (91 80) 68743000/60012345 Ph: (91 80) 60042700

Corporate IT: Park Road, 2nd Floor, 20 Park Road, Nanganallur, Chennai - 600 045

Guest Ph: 865 6184100 Email: admission@teamlease.ac.in | www.teamlease.ac.in

9. You will remain liable for the amount of the On-Job Training from NEM Course Registration Letter for the Job Training until the completion of the 200 hours of the On-Job Training. You will be liable for the amount of the On-Job Training from NEM Course Registration Letter until the completion of the 200 hours of the On-Job Training. (12) In any other case, you will be liable for the amount of the On-Job Training from NEM Course Registration Letter until the completion of the 200 hours of the On-Job Training.
10. You will be liable for the amount of the On-Job Training from NEM Course Registration Letter until the completion of the 200 hours of the On-Job Training.
- If you are not willing to provide employment with any third party and if you are unable to continue training on medical grounds you production of a certificate in that effect from a medical officer (not below the rank of a District Surgeon/Governor attached to any Government Hospital)
 - You shall be deemed to have accepted and hold TeamLease Skillz University from any and all claims, damages, liabilities, attorney fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misreading or for violation of any law or creation of any legal liability by you.
11. You shall be deemed to have authorized TeamLease Skillz University to make all payments required to be made to you by TeamLease Skillz University either by way of Credit or by directly crediting the amounts to your bank account.
12. Your consent is subject to the terms and conditions of the Employee Compensation Policies as specified below.

Particulars	Amounts
Stipend	15000
Training Compensation	22
Total Amount	15022 (IN)
Amount in Words/For	Fifteen Thousand Five Hundred Seventy Two rupees

13. TeamLease Skillz University will make available to you 200 hours of Online Course Content with regards to skills and open opportunities by the establishments that you have completed your training you will be provided access to the system through the Talents Portal.
14. The eligibility criteria for the on-site course completion are as follows:
- a. Successful clearance of the Online Assessment in relation to the 200 hours of Course provided as specified under clause number 13 above.
 - b. Successful submission of the dissertation and satisfactory completion of viva voce by us.
15. On successful completion of the above provisions (a) and (b) you shall be entitled for On-Job Training cum Employability Training Proficiency Certificate. In the event of non-clearance of Online Assessment (Point (a) above) but successful completion of the On-Job Training you will only be issued the On-Job Training Completion Certificate.
16. You shall be reported On-Job Training according to normal hours of work of the department in the establishment to which you will be attached for training.
17. The Stipend for a particular month shall be paid on or before the 10th of the training month.
18. This Course Registration Letter shall stand automatically withdrawn from the date of your enrollment under the NEM scheme:
- If you fail to submit the below-listed documents, within 15 working days from the date of you receiving this course registration letter:-
 1. Copy of your Aadhaar Card
 2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
 3. Copy of highest educational qualification certificate
 - If documents furnished by you are found to be false at any point in time.

16.03.2024

R. Guramani
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ITE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM, 606 201, KALLAKURICHI DT.

TEAMLEASE SKILLS UNIVERSITY

Office: BICC Complex, 6th Floor, 65 Feet Road, Kallakurichi, Chennai - 605 001
 Contact: (044) 2455 1111
 Corporate: (044) 2455 1111
 Contact: (044) 2455 1111

My acknowledgement is subject to the following Terms and Conditions (Hereinafter and Yes) Which are in the Terms and Conditions of the Course Registration Letter or any other Terms and Conditions in your last Term to Term with reference to the Course Registration Letter or Incident or any other Terms, that be referred to and governed by the provisions of the Terms and Conditions of the All India Council for Technical Education (National Employment Skills Enhancement Mission (N-EM) Periodic Review 2013)

ENDORSEMENT

I hereby confirm acceptance of the above Course Registration Letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contracts) for doing any work with any other Graduate Diploma Certificate from a recognized university or any other university of 16 years and during the continuance of such employment with the above Course Registration Letter and mentally and physically fit to

Thereby confirm that with the acceptance of my first signed it will be a conclusive proof of my acceptance of the terms and conditions laid out in the Course Registration Letter. I understand and agree that the Course Registration Letter does not confer employment by TeamLease Skills University or any guarantee of employment.

For TeamLease Skills University

Accepted and Agreed

(Authorized Signatory)

Signature and date
Name: PALMA V

Note: The acknowledged copy to be dispatched to below mentioned address.

To: ROPS Team, TeamLease Services Ltd, 8th Floor, BMTC Commercial Complex, 60th Road, Kocanagar, Bangalore-560095.

Guramani
Dr. R. GURUMANI, M.E. Ph.D. M.B.A. M. ISTE. F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-508 201, KALLAKURICHI DT.

Doc ID: TL/4BAEB5AC9D

TEAMLEASE SKILLS UNIVERSITY

Office: BMTC Commercial Complex 20th Floor, 80 Feet Road, Kocanagar, Bangalore - 560095. Ph: (91 80) 66243000/60018243/44 (91 80) 69241000
Campus: ITC Building III, Local Campus, Tamil Nadu, Bangalore 560004

Contact: Ph: 265-6189100 / Email: info@teamleaseuniversity.ac.in / www.teamleaseuniversity.ac.in



IAS

Innovative Academy For Students

February 15, 2019

Ms Arockia Sherlin Monisha
monishaanto1998@gmail.com

Dear Arockia Sherlin Monisha,

Further to our interactions with you, we are pleased to offer you the position of Associate - Training with the Aptitude Practice at Innovative Academy for Students (mostly referred as IAS).

Your joining date is Monday, March 04, 2019. Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to IAS and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate - Training with an Annual CTC of **Rs.300000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer, by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

R. GURU B.A., M.A., P.D., B.D.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



IAS

Innovative Academy For Students

Annexure I: Compensation Structure			
Name	Ms. Arockia Sherlin Monisha	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		100000
2	House Rent Allowance		40000
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		54200
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		250000
	Annual Performance Linked Pay (Maximum)		50000
	Total Cost to Company		300000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

***If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.**

Thank you
Yours sincerely

Manigandan R
Founder – IAS

R. MANIGANDAN
Founder

Innovative Academy for Students (IAS)
Ambattur, Chennai - 600 058.

Mani
Dr. R. GURURAJAN, M.A., M.B.A., M.I.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



Mecniques

Dated: 17 May, 2019

Arthi A
198, Mariyamman Kovil Street,
Mela Mugiladi, Vayaka (POST),
Chithambaram (TK),
Cuddalore (DT),
PIN-608 601

LETTER OF APPOINTMENT

Dear Ms. Arthi A

It is our pleasure to offer you an appointment as a Programmer with Mecniques., Coimbatore to fulfill an assignment as Programmer.

Your appointment will be effective from Monday, June 4, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 44, 000 /- (One Lakh Forty Four Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification

This appointment is liable to be terminated by either party giving a notice in writing for 30 days in lieu thereof subject to the acceptance of management. Your service is also liable to be terminated on adverse performance report from the client. In such case, the payment of any consequential benefits including payment of Consultation Charges/professional fees will be entirely governed by the inputs or decision from our Client.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter.

We look forward to working with you.

For Mecniques

Authorized Signatory



[Signature]
Dr. R. GURUMANT, M.E., P.H.D., M.D.A., MISTE
PRINCIPAL

Acceptance Letter

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURI
[Signature]
Signature

#27-4, Villankurichi Road, Kalapatti, Coimbatore-641 048

E-mail: infomecniques@gmail.com, +91 8190091423

www.mecniques.com



KUVIRA CYBERNETICS

No.1/86, Kattupadi Cross Road
Near Vellore, Vellore
TamilNadu - 632 011

Dated: 02 July, 2019

LETTER OF APPOINTMENT

Dear Ms. Bharathi P

It is our pleasure to offer you an appointment as a Software Programmer.

Your appointment will be effective from July 22, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 68,000 /- (One Lakh Sixty Eight Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter. We look forward to working with you.

Thanking you

Sincerely,

For Kuvira Cybernetics Pvt. Ltd.,

Arulbabu Donbosco
CEO and Director

Email: kuviracybernetics@gmail.com



Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT

Ignited Minds Solutions



DATE: 07-06-2019

To,
DHIVYA.S
352 WEST STREET, KATTU KOTTAI
PERIYANESLUR (POST),
VEPPUR (TK), CUDDLORE (DT)
PIN-606 304

APPOINTMENT LETTER

Dear Ms. DHIVYA S,

This has reference to your application and the subsequent discussions you had with us.

1. **Position:** You are being appointed as “**Trainee, Developer**”.
2. You will initially be based at **Puducherry**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **1,44,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 6 months if your performance is not found


Dr.R.GURUMANI,M.E.,PH.D.,M.B.A.,M.ISTE.,F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT

Ignited Minds Solutions



satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
9. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
10. **Retirement Age:** You will retire from the services of the Company on attaining the age of 58 years.
11. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and

[Handwritten Signature]
Dr. R. GURUMANTI, M.E., Ph.D., M.B.A., M.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

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- (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
- II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
 - III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with Subhkam Group.
 - IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Amendments to the above terms and conditions, if any will be made in writing.
16. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

Wish you all the very best in your new assignment.

Thanking You.

Yours faithfully
For **Ignited Minds Solutions**

Maria Jay

(CEO)

Accepted

[Signature]
7/16/19.

Signature & date

[Signature]
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sripec Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist,
Tamilnadu, India. Phone : 91-044-71207520
GSTIN : 33AAACL1857B1Z1 CIN : U34300TN1997PLC048136

APPRENTICE APPOINTMENT ORDER

Ref: SL/HR/414172

19.07.2021

GAYATHRI G
HEAD LAMP ASSMELBY
414172

Dear Gayathri,

Further to your application dated 13.07.2021 and the interview you had with us on 13.07.2021 we are pleased to engage you as an Apprentice on terms and conditions mentioned below.

1. **PERIOD:** The Apprenticeship commences on 3 years from 13.07.2021 ends on 12.07.2024
2. **STIPEND:** During the period of Apprenticeship, you will be paid a monthly stipend as follows:

a. I year	-Rs. 12,050.00
b. II year	-Rs. 13,250.00
c. III year	-Rs. 14,750.00

If you are a diploma candidate or have any arrear in academic till clear the same. Your stipend will be automatically revised after you submit the degree certificate or all clear mark list.

3. **RIGHT TO EXTEND THE PERIOD :** Your progress as an apprentice will be closely assessed and therefore the any phase of apprenticeship is liable to be extended for such period as may be deemed necessary if your progress is not satisfactory.
4. **PLACE OF APPRENTICESHIP:** Your place of apprenticeship will be at SL Lumax Ltd., Sriperumbudur. You are, however liable to be transferred to any departments of our establishments, anywhere in India and your apprenticeship may be loaned to any of our Group/Associate Companies.
5. **AUTOMATIC CESSATION :** Unless the management considers it necessary to take you on the rolls of the company, your engagement as an Apprentice shall automatically cease on completion of the apprenticeship period.
6. **RULES AND REGULATIONS :** You shall abide by the rules and regulations of the company which are in force and which may enforced from time to time.
7. **LEAVE ENTITLEMENT:** Except for the holidays which the company may declare, you are not entitled to any leave during your Apprenticeship period.

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASELEM-606 207, KANCHIPURAM DIST

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SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sipeot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist,
Tamilnadu, India. Phone : 91-044-71207520

GSTIN : 33AAACL1857B1ZJ CIN : U34300TN1997PLC048136

8. **NATURE OF TRAINING:** You will undergo training in any of the machines / shifts as decided by the management from time to time. The training imparted to you will also include on the job training.

9. **SAFETY AND DISCIPLINE:** You will observe regulations concerning safety and conduct yourself within the disciplinary norms prescribed by the management.

10. **MEDICAL FITNESS:** Your engagement as an apprentice is subject to your being found medically fit at all times, for medical fitness is a pre-requisite for continued engagement.

11. **SECURITY:** You shall maintain strict secrecy with regard to work entrusted to you and matters connected with the company

12. **PROHIBITION AGAINST OTHER AVOCATION:** You shall not engage yourself in any trade, business or occupation during the period of your association with our company.

13. **MISREPRESENTATION OF FACTS:** If information furnished by you in your application regarding qualification, previous experience, employment details etc. are found to be incorrect inadequate or not true, your apprenticeship is liable to be terminated.

14. **TERMINATION DURING THE PERIOD OF APPRENTICESHIP:** In any event if the management deems that your activities will interfere with the training which is being imparted to you or your performance is not satisfactory the management is entitled to terminate your apprenticeship during the period of apprenticeship.

15. **EMPLOYMENT:** There is no obligation whatsoever on company's part to offer you any employment after completion of your apprenticeship.

16. **RESIDENTIAL ADDRESS:** Any change in your residential address shall be intimated to the management within three days of such change.

17. This appointment will be terminated instantly at any time. Under the following clauses.

17.1 If you involve in anti-company activities like money scandal either within the company or with vendor / suppliers, involving participating in the activities affecting the industrial peace etc.

17.2 If your performance does not meet the changing organizational needs

17.3 Disobey of Company Policy, Rules & Regulation continues more than an occasion.

If the aforesaid terms and conditions are acceptable, Please return the duplicate copy of the letter duly signed in token of your acceptance of the above terms.

Thanking you,

For SL LUMAX LTD.,

[Signature]

JEON JOO YEOL

MANAGING DIRECTOR

I accept the above terms & conditions.

Signature

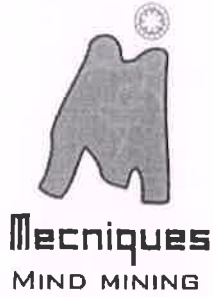
[Signature]



Dr. R. G. T. B.

IDHAYA ENGLISH COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI, DT.

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Mecniques

Dated: 17 May, 2019

Gejalakshmi S
Anna Nagar Street,
Sellyam Palliyam,
Veppur (TK),
Cuddalore (DT) - 606 304

LETTER OF APPOINTMENT

Dear Ms. Gejalakshmi S

It is our pleasure to offer you an appointment as a Programmer with Mecniques., Coimbatore to fulfill an assignment as Programmer.

Your appointment will be effective from Monday, June 4, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 44, 000 /- (One Lakh Forty Four Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

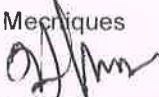
We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification

This appointment is liable to be terminated by either party giving a notice in writing for 30 days in lieu thereof subject to the acceptance of management. Your service is also liable to be terminated on adverse performance report from the client. In such case, the payment of any consequential benefits including payment of Consultation Charges/professional fees will be entirely governed by the inputs or decision from our Client.


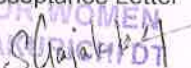
Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter.

We look forward to working with you.

For Mecniques

Authorized Signatory




Dr. R. GURUMANI, M.E., P.H.D., M.B.A., M.I.S.T.E., F.I.E.
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT
Acceptance Letter

Signature

#27-4, Villankurichi Road, Kalapatti, Coimbatore-641 048

E-mail: infomecniques@gmail.com, +91 8190091423

www.mecniques.com



KUVIRA CYBERNETICS

No.1/86, Kattupadi Cross Road
Near Vellore, Vellore
TamilNadu - 632 011

Dated: 02 July, 2019

LETTER OF APPOINTMENT

Dear Ms. Jayapradha R

It is our pleasure to offer you an appointment as a Software Programmer.

Your appointment will be effective from July 22, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 68,000 /- (One Lakh Sixty Eight Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter. We look forward to working with you.

Thanking you

Sincerely,

For Kuvira Cybernetics Pvt. Ltd.,

Arulbabu Donbosco
CEO and Director

Email: kuviracybernetics@gmail.com



Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

Ignited Minds Solutions



DATE: 07-06-2019

To,
KANIMOZHI D
4/9 NOTRTH STREET,
AYAN VELU,
ULUNDURPET, VILLUPURAM (DT),
PIN-601 102

APPOINTMENT LETTER

Dear Ms. KANIMOZHI D,

This has reference to your application and the subsequent discussions you had with us.

1. **Position:** You are being appointed as “**Trainee, Developer**”.
2. You will initially be based at **Puducherry**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **1,44,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 6 months if your performance is not found

meen
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT

Ignited Minds Solutions



satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
9. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
10. **Retirement Age:** You will retire from the services of the Company on attaining the age of 58 years.
11. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and

R. Gurumani
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

Ignited Minds Solutions



- (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
- II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
 - III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with Subhkam Group.
 - IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Amendments to the above terms and conditions, if any will be made in writing.
16. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

Wish you all the very best in your new assignment.


Thanking You.

Yours faithfully
For Ignited Minds Solutions

(CEO)

Accepted

Signature & date


Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.JSTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.KARPAKAM S

Bachelor of Engineering (Computer science and engineering)

Idhaya Engineering College for Women,

Chinnasalem, Tamil Nadu 606201,

Dear Ms.KARPAKAM,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Software Engineer" with us on the following lines.

Your position with our organization will be "PHP Developer", and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12000/-(CTC) (Rupees Twelve Thousand only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining **Hailstone Technology** till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing

Director)



Accepted by

Name

#76, Bharathiyar Road, Papanayakan Palayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT

Ignited Minds Solutions



DATE: 07-06-2019

To,
KOWSALYA S
3/55 EAST STREET,
P.THOTTIYA PATTI (POST), PERAIYUR(TK),
MADURAI (DT),PIN-625 703

APPOINTMENT LETTER

Dear Ms. KOWSALYA S,

This has reference to your application and the subsequent discussions you had with us.

1. **Position:** You are being appointed as “**Trainee, Developer**”.
2. You will initially be based at **Puducherry**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **1,44,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 6 months if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary

Dr. R. GURUMANT, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

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period, it will be deemed to have been extended until the company confirms you in writing.

7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
9. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
10. **Retirement Age:** You will retire from the services of the Company on attaining the age of 58 years.
11. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ITE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

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- (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
- II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
- III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with Subhkam Group.
- IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Amendments to the above terms and conditions, if any will be made in writing.
16. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

Wish you all the very best in your new assignment.

Thanking You.

Yours faithfully
For Ignited Minds Solutions

Maria Bay

(CEO)

Accepted

[Signature] 7/6/2019

Signature & date

[Signature]
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Mecniques

Dated: 17 May, 2019

Manju M
1/3A Rajaputhra Street,
Kallakurichi (TK),
Villupuram (DT) - 606 202

LETTER OF APPOINTMENT

Dear Ms. Manju M

It is our pleasure to offer you an appointment as a Programmer with Mecniques., Coimbatore to fulfill an assignment as Programmer.

Your appointment will be effective from Monday, June 4, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 44, 000 /- (One Lakh Forty Four Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

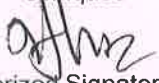
We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification

This appointment is liable to be terminated by either party giving a notice in writing for 30 days in lieu thereof subject to the acceptance of management. Your service is also liable to be terminated on adverse performance report from the client. In such case, the payment of any consequential benefits including payment of Consultation Charges/professional fees will be entirely governed by the inputs or decision from our Client.


Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter.

We look forward to working with you.

For Mecniques

Authorized Signatory




Dr. R. GURUMANI, M.E., Ph.D., M.D.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-886 201, KALLAKURICHI DT.
Acceptance Letter
Signature

#27-4, Villankurichi Road, Kalapatti, Coimbatore-641 048

E-mail: infomecniques@gmail.com, +91 8190091423

www.mecniques.com



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.NIRMALA E

Bachelor of Engineering (Computer science and engineering)

Idhaya Engineering College for Women,

Chinnasalem, Tamil Nadu 606201,

Dear Ms.NIRMALA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Software Engineer" with us on the following lines.

Your position with our organization will be "PHP Developer", and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12000/- (CTC) (Rupees Twelve Thousand only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with Hailstone Technology. Please indicate your probable date of joining us. This offer is open for your joining Hailstone Technology till 31-05-2019.

We take this opportunity to welcome you to Hailstone Technology and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing

Director)



Accepted by

Name

#76, Bharathiyar Road, Papanayakan Palayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr.R.GURUMAYI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.

PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN

CHINNASALEM-606 201, KALLAKURICHI DT



KUVIRA CYBERNETICS

No.1/86, Kattupadi Cross Road
Near Vellore, Vellore
TamilNadu - 632 011

Dated: 02 July, 2019

LETTER OF APPOINTMENT

Dear Ms. Nithya M

It is our pleasure to offer you an appointment as a Trainee Programmer.

Your appointment will be effective from July 22, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 68,000 /- (One Lakh Sixty Eight Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter. We look forward to working with you.

Thanking you

Sincerely,

For Kuvira Cybernetics Pvt. Ltd.,

Arulbabu Donbosco
CEO and Director



Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT

Email: kuviracybernetics@gmail.com



Date:25.06.2019


To

S.PRIYA
4/6,NORTHSTREET,
MANIVILUNTHAN SOUTH PO, ATTUR TK,
SALEM DT

Dear, S.PRIYA

We are pleased to appoint you as **Software Analyst in** our organization subject to the following terms and conditions: -

1. You will be required to report for duty on 25.06.2019
2. You will be on probation for a period of Three month. On satisfactory completion of the probationary period you will be confirmed. During probationary period your service can be terminated without notice.
3. During the period of employment you will be paid a consolidated salary of Rs. 17,500 per month.
4. The salary will be reviewed once in a year and no intermittent revision will be considered except under special circumstances.
5. You will work under the Supervision of the undersigned and have to take the responsibilities assigned from time to time.
6. The working hours of the company are between 9.00 AM to 6.00 PM and your working hours will be eight to nine hours per day and you will have flexible lunchbreakof60 minutes. Sunday is weekly holiday.
7. You will be entitled of Festival, Statutory holidays and Annual holidays as per the rules of the company.


Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

Advanced Science & Technology Research Centre International

#5/113-2, EVR House, State Bank Colony, Second Cross, Salem-
Email:hr.astrc@gmail.com




8. Once you successfully completed the probationary period you have to work with us for minimum 1 Year, after that in the event of your resignation you will have to give 25 days notice or salary in lieu of this. There will be no adjustment against any available leave for the notice period. After the completion of probationary period your service can be terminated with notice period of 25days.
9. Income Tax deduction is not carried over by the company and candidate has to make necessary arrangement to pay Income Tax applicable if any.

If you are agree able to the terms and conditions ,please sign the duplicate copy of the letter as a token of acceptance.

Thanking You,

Yours faithfully,


25/6/19.

For Advanced Science and Technology Research Centre,



Manger-Training



**Dr.R.GURUMANI,M.E.,Ph.D.,M.B.A.,M.ISTE.,F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.**

Advanced Science & Technology Research Centre International

#5/113-2, EVR House, State Bank Colony, Second Cross, Salem-
Email:hr.astrc@gmail.com



SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist,
Tamilnadu, India. Phone : 91-044-71207520
GSTIN : 33AAACL1857B1Z1 CTN : U34300TN1997PLC048136

APPRENTICE APPOINTMENT ORDER

Ref: SL/HR/414173

19.07.2021

RESHMA R
QUALITY CONTROL
414173

Dear Reshma,

Further to your application dated 13.07.2021 and the interview you had with us on 13.07.2021 we are pleased to engage you as an Apprentice on terms and conditions mentioned below.

1. **PERIOD:** The Apprenticeship commences on 3 years from 13.07.2021 ends on 12.07.2024
2. **STIPEND:** During the period of Apprenticeship, you will be paid a monthly stipend follows:
 - a. I year -Rs. 12,250.00
 - b. II year -Rs. 13,750.00
 - c. III year -Rs. 15,250.00
3. **RIGHT TO EXTEND THE PERIOD :** Your progress as an apprentice will be closely assessed and therefore the any phase of apprenticeship is liable to be extended for such period as may be deemed necessary if your progress is not satisfactory.
4. **PLACE OF APPRENTICESHIP:** Your place of apprenticeship will be at SL Lumax Ltd., Sriperumbudur. You are, however liable to be transferred to any departments of our establishments, anywhere in India and your apprenticeship may be loaned to any of our Group/Associate Companies.
5. **AUTOMATIC CESSATION :** Unless the management considers it necessary to take you on the rolls of the company, you engagement as an Apprentice shall automatically cease on completion of the apprenticeship period.
6. **RULES AND REGULATIONS :** You shall abide by the rules and regulations of the company which are in force and which may enforced from time to time.
7. **LEAVE ENTITLEMENT:** Except for the holidays which the company may declare, you are not entitled to any leave during your Apprenticeship period.
8. **NATURE OF TRAINING :** You will undergo training in any of the machines / shifts as decided by the management from time to time. The training imparted to you will also include on the job training.
9. **SAFETY AND DISCIPLINE :** You will observe regulations concerning safety and conduct yourself within the disciplinary norms prescribed by the management.

M. S. Srinivasan
M. S. Srinivasan, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

This document is confidential property
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SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist.
Tamilnadu, India. Phone : 91-044-71207520
GSTIN : 33AAAAC1857B1Z1 CIN : U34300TN1997PLC048136

10. **MEDICAL FITNESS:** Your engagement as an apprentice is subject to your being found medically fit at all times, for medical fitness is a pre-requisite for continued engagement.
11. **SECURITY:** You shall maintain strict secrecy with regard to work entrusted to you and matters connected with the company
12. **PROHIBITION AGAINST OTHER AVOCATION:** You shall not engage yourself in any trade, business or occupation during the period of your association with our company.
13. **MISREPRESENTATION OF FACTS:** If information furnished by you in your application regarding qualification, previous experience, employment details etc. are found to be incorrect inadequate or not true, your apprenticeship is liable to be terminated.
14. **TERMINATION DURING THE PERIOD OF APPRENTICESHIP:** In any event if the management deems that your activities will interfere with the training which is being imparted to you or your performance is not satisfactory the management is entitled to terminate your apprenticeship during the period of apprenticeship.
15. **EMPLOYMENT:** There is no obligation whatsoever on company's part to offer you any employment after completion of your apprenticeship.
16. **RESIDENTIAL ADDRESS:** Any change in your residential address shall be intimated to the management within three days of such change.
17. This appointment will be terminated instantly at any time. Under the following clauses.
 - 17.1 If you involve in anti-company activities like money scandal either within the company or with vendor / suppliers, involving participating in the activities affecting the industrial peace etc.
 - 17.2 If your performance does not meet the changing organizational needs
 - 17.3 Disobey of Company Policy, Rules & Regulation continues more than an occasion.

If the aforesaid terms and conditions are acceptable, Please return the duplicate copy of the letter duly signed in token of your acceptance of the above terms.

Thanking you,

For SL LUMAX LTD.,

JEON JOO YEOL
MANAGING DIRECTOR

I accept the above terms & conditions.

Signature



hueni
J. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



IAS

Innovative Academy For Students

February 15, 2019

Ms Santhiya
santhiyasaaral@gmail.com

Dear Santhiya,

Further to our interactions with you, we are pleased to offer you the position of Associate - Training with the Aptitude Practice at Innovative Academy for Students (mostly referred as IAS).


Your joining date is Monday, March 04, 2019. Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to IAS and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate - Training with an Annual CTC of **Rs.300000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer, by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.JSTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-600 201, KALLAKURICHI DT



IAS

Innovative Academy For Students

Annexure I: Compensation Structure			
Name	Ms. Santhiya	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		100000
2	House Rent Allowance		40000
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		54200
6	Provident Fund (Employer Contribution)		21600
Total Fixed Pay per annum			250000
Annual Performance Linked Pay (Maximum)			50000
Total Cost to Company			300000


Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely


Manigandan R
Founder - IAS
R. MANIGANDAN
Founder

Innovative Academy for Students (IAS)
Ambattur, Chennai - 600 058.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



Name & Signature of the candidate with date of acceptance



To

Date: 22.07.2019

SHARMILA.K
D/O P.KUMAR 4/6D KADAIVEEDHI STREET,
PADAIACHI SANDHU,
CHINNA SALEM (TK),
VILLUPURAM (DT),PIN-606 201

Dear, SHARMILA.K

We are pleased to appoint you as **Software Engineer** in our organization subject to the following terms and conditions: -

1. You will be required to report for duty on 22.07.2019
2. You will be on probation for a period of Three month. On satisfactory completion of the probationary period you will be confirmed. During probationary period your service can be terminated without notice.
3. During the period of employment you will be paid a consolidated salary of Rs. 15,000 per month.
4. The salary will be reviewed once in a year and no intermittent revision will be considered except under special circumstances.
5. You will work under the Supervision of the undersigned and have to take the responsibilities assigned from time to time.
6. The working hours of the company is between 9.00 AM to 6.00 PM and your working hours will be eight to nine hours per day and you will have flexible lunch break of 60 minutes. Sunday is weekly holiday.
7. You will be entitled of Festival, Statutory holidays and Annual holidays as per the rules of the company.

War Room Technologies

No 5/6, , Mettu Vellalat Street, Kondalampatti, Salem- 636010
Email: hrwtsalem@gmail.com

[Signature]
Dr. R. GURUMURUGAN, M.E., M.D., M.B.A., MISTE., F.
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI



8. Once you successfully completed the probationary period you have to work with us for minimum 1 Year, after that in the event of your resignation you will have to give 25 days notice or salary in lieu of this. There will be no adjustment against any available leave for the notice period. After the completion of probationary period your service can be terminated with notice period of 25 days.
9. Income Tax deduction is not carried over by the company and candidate has to make necessary arrangement to pay Income Tax applicable if any.

If you are agreeable to the terms and conditions, please sign the duplicate copy of the letter as a token of acceptance.

Thanking You,

Yours faithfully,

Jk Sharmila

For War Room Technologies,

-MD
M.Karthick

Ramani
Dr.R.GURUMANI, 26/10/2018, 11:52 AM, 11
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

War Room Technologies

No 5/6, , Mettu Vellalat Street, Kondalampatti, Salem- 636010
Email: hrwtsalem@gmail.com



KUVIRA CYBERNETICS

No.1/86, Kattupadi Cross Road
Near Vellore, Vellore
TamilNadu - 632 011

Dated: 02 July, 2019

LETTER OF APPOINTMENT

Dear Ms. Shobana S

It is our pleasure to offer you an appointment as a Web Designer.

Your appointment will be effective from July 22, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 44,000 /- (One Lakh Forty Four Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter. We look forward to working with you.

Thanking you

Sincerely,

For Kuvira Cybernetics Pvt. Ltd.,

Arulbabu Donbosco
CEO and Director



Email: kuviracybernetics@gmail.com

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

Ignited Minds Solutions



DATE: 07-06-2019

To,
SULOCHANA M
MOOPANAR KOVIL STREET,
SEMBARAMPATU, POOTTI (POST)
SANGARAPURAM (TK), VILLUPURAM (DT),
PIN-606 208

APPOINTMENT LETTER

Dear Ms. SULOCHANA M,

This has reference to your application and the subsequent discussions you had with us.

1. **Position:** You are being appointed as “**Trainee, Developer**”.
2. You will initially be based at **Puducherry**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **1,44,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 6 months if your performance is not found

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

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satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
9. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
10. **Retirement Age:** You will retire from the services of the Company on attaining the age of 58 years.
11. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and

Handwritten signature
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

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- (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
- II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
 - III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with Subhkam Group.
 - IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Amendments to the above terms and conditions, if any will be made in writing.
16. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

Wish you all the very best in your new assignment.

Thanking You.

Yours faithfully
For **Ignited Minds Solutions**

Maria Roy

(CEO)

Accepted

E.A. 7/6/2019
Signature & date

Ramani
Dr. R. GURUMANI, M.E. Ph.D. M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

Date: 04-03-2019

To
Ms.ANBARASI P
Bachelor of Engineering (Electrical and Electronics Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.ANBARASI,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer", and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/- (CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining **Hailstone Technology** till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory



Vignesh C

(Managing Director)



Accepted by

Name



#76, Bharathiyar Road, Papanayakan Palayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To
Ms.ANITHA J
Bachelor of Engineering (Electrical and Electronics Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.ANITHA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer", and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/-(CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining **Hailstone Technology** till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by
Name

#76, Bharathiyar Road, Papanayakan Palayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



SRI VINAYAGA ELECTRICALS

ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS,

Govt. Approved TNELB ESB (No.2261) Grade Contractors

VEPPUR CROSS ROAD, CHENNAI – TRICHY MAIN ROAD, CUDDALORE DT – 606 304

Cell:9894535438, 9486929818

Email: engineerssve@gmail.com

04th Jun 2019

Ms. Anju S
3/776 East street,
Ulangankathan (Po),
Kallakurichi (Tk),
Villupuram (Dt) - 606202

Dear Ms. Anju S

Sub: Offer of appointment as **Electrical Site Engineer**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Electrical Site Engineer** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 1,80,000 per annum (INR One Lakh Eighty Thousand Only). You are requested to keep your salary details confidential all time.

We would like you to commence your employment with us on **08 July 2019**.

This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail**.

We would like to welcome you to our team and wish you every success in your career with us.


SRI VINAYAGA ELECTRICALS


ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS

TNELB ESB No.2261, Valid upto 13-3-2022

Prop: K.KRISHNAN B.E.,EEE.,

C 49393 Valid upto 13-7-2024

VEPPUR, CUDDALORE DISTRICT-606304.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN

Mr/Miss : B. DEEPIKA

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Aagna Global Solutions Pvt Ltd"

Further to our discussion, we are pleased to inform you that you have been provisionally selected for providing support and services for our organization on the following terms and conditions and does not constitute to an appointment.

Broad Terms and Conditions

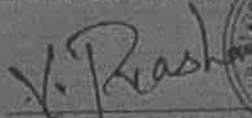
1. Designation of Intern Process Associate will be assigned in the event of you formally being appointed
2. You will be provided extensive for a period of 10-12 days and formally appointed on the rolls of the company upon successful completion of the Training and will be on probation for 3 months.
3. You will be paid compensation of Rs. 1,20,000/- as Annual Remuneration CTC. (Gross Salary differs according to the branches) inclusive of various deductions as per the labor laws. Salary will not be applicable in the case of you not successfully completing the Training. This is subject to change as per Company's norms and policies over a changing scenario.
4. This appointment is subject to being found medically fit to take up this job and flexible to work in allotted shift.
5. You will be required to join us on or before 17th of June 2019. A detailed Letter of Appointment shall be issued to you upon your successful completion of Training.

At the time of joining you will be required to furnish :

- a) This original Conditional Offer Letter issued to you
- b) Any one photo copy of Academic Certificate - (Xth or XIIth Certificate)
- c) Copies of all Educational Qualifications and applicable certifications.
- d) 2 Copies of Proof of Identity & Proof of address.
- e) 2 passport size photographs.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

For and on behalf of the Management of


Human Resource

Aagna Global Solutions Pvt Ltd

#152, Fortune Towers, (III Floor) 200 Feet Road, Kovilambakkam, Chennai-600117

W: www.aagnaglobal.com | E: info@aagnaglobal.com | P: +91 44 30959589 / 30959599



SRI VINAYAGA ELECTRICALS

ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS,

Govt. Approved TNELB ESB (No.2261) Grade Contractors

VEPPUR CROSS ROAD, CHENNAI – TRICHY MAIN ROAD, CUDDALORE DT – 606 304

Cell:9894535438, 9486929818

Email: engineerssve@gmail.com

04th Jun 2019

Ms. Dhanalakshmi K
221/81 South irular street,
V.Sathamangalam (post),
Viruthachalam (TK)
Cuddalore (DT)-606 001

Dear **Ms. Dhanalakshmi K**

Sub: Offer of appointment as **Electrical Design Engineer**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Electrical Design Engineer** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 1,92,000 per annum (INR One Lakh Ninety two Thousand only). You are requested to keep your salary details confidential all time.


We would like you to commence your employment with us on **08 July 2019**.


This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail**.

We would like to welcome you to our team and wish you every success in your career with us.


SRI VINAYAGA ELECTRICALS
ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS
TNELB ESB No.2261, Valid upto 13-3-2022
Prop: K.KRISHNAN B.E.,EEE.,
C 43393 Valid upto 13-7-2024
VEPPUR, CUDDALORE DISTRICT-606304.


Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



☎ : 26358178

2

KARPPAGA VINAYAGAR INDUSTRIES

Plot No. 151 & 152, TAAS Industrial Area, Sidco Industrial Estate,
Ambattur, CHENNAI - 600 098.

Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN

Mr/Miss : ELIZABETH S

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Karppaga Vinayagar Industries"

We are pleased to extend the following offer of employment to you on behalf of **Karppaga Vinayagar Industries**, You have been selected as the best candidate for the Quality Engineer position. Congratulations!

We believe that your knowledge, skills and experience would be an ideal fit for our Quality Assurance team. We hope you will enjoy your role and make a significant contribution to the overall success of **Karppaga Vinayagar Industries**.

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with **Karppaga Vinayagar Industries**.

Position

We are offering a position for you as Quality Engineer. In this position, you will report to Quality head.

Working hours

This position requiring approximately 8 hours per Day. Your regular weekly schedule will be from Monday to Saturday. Expected hours of work are from 9.00 A.M to 5.30 P.M.

Compensation and Salary

For Quality Engineer position, we are offering a salary of Rs. 1,80,000/- as Annual Remuneration CTC. You will be paid on a Monthly basis.

Commencement date

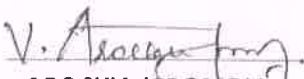
As we discussed, your employment will commence on Or Before 3rd July 2019.

At the time of Joining you will be required to furnish:

1. This Original Conditional Offer Letter Issued to you
2. Copy of provisional certificate
3. 2 copies of proof of identity and proof of address
4. 2 passport size photographs

Please return the enclosed copy of duly signed as a token of your acceptance of the letter.

For and on behalf of the Management of


AROCKIA JEROME V
(Human Resource)




Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., FIE
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To
Ms.JAYA SURYA M
Bachelor of Engineering (Electrical and Electronics Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.JAYA SURYA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer", and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/-(CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining **Hailstone Technology** till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by

Name

#76, Bharathiyar Road, Papanayakan Palayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist,
Tamilnadu, India. Phone : 91-044-71207520
GSTIN : 33AAACL1857B1Z1 CIN : U34300TN1997PLC048136

APPRENTICE APPOINTMENT ORDER

Ref: SL/HR/414115

05.07.2021

KOWSALYA V
HEAD LAMP ASSEMBLY
414115

Dear Kowsalya,

Further to your application dated 01.07.2021 and the interview you had with us on 01.07.2021 we are pleased to engage you as an Apprentice on terms and conditions mentioned below.

1. **PERIOD:** The Apprenticeship commences on 3 years from 01.07.2021 ends on 30.06.2024
2. **STIPEND:** During the period of Apprenticeship, you will be paid a monthly stipend follows:

a. I year	-Rs. 12,250.00
b. II year	-Rs. 13,750.00
c. III year	-Rs. 15,250.00

3. **RIGHT TO EXTEND THE PERIOD :** Your progress as an apprentice will be closely assessed and therefore the any phase of apprenticeship is liable to be extended for such period as may be deemed necessary if your progress is not satisfactory.

4. **PLACE OF APPRENTICESHIP:** Your place of apprenticeship will be at SL Lumax Ltd., Sriperumbudur. You are, however liable to be transferred to any departments of our establishments, anywhere in India and your apprenticeship may be loaned to any of our Group/Associate Companies.

5. **AUTOMATIC CESSATION :** Unless the management considers it necessary to take you on the rolls of the company, you engagement as an Apprentice shall automatically cease on completion of the apprenticeship period.

6. **RULES AND REGULATIONS :** You shall abide by the rules and regulations of the company which are in force and which may enforced from time to time.

7. **LEAVE ENTITLEMENT:** Except for the holidays which the company may declare, you are not entitled to any leave during your Apprenticeship period.

8. **NATURE OF TRAINING :** You will undergo training in any of the machines / shifts as decided by the management from time to time. The training imparted to you will also include on the job training.

9. **SAFETY AND DISCIPLINE :** You will observe regulations concerning safety and conduct yourself within the disciplinary norms prescribed by the management.



SL Lumax Limited

Regd. Office & Factory - G-14,15 & 25, Sipeet Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist.,
Tamilnadu, India. Phone : 91-044-71207520
GSTIN : 33AAACL1857B1Z1 - CIN : U34300TN1997PLC048136

10. **MEDICAL FITNESS:** Your engagement as an apprentice is subject to your being found medically fit at all times, for medical fitness is a pre-requisite for continued engagement.
11. **SECRECY:** You shall maintain strict secrecy with regard to work entrusted to you and matters connected with the company
12. **PROHIBITION AGAINST OTHER AVOCATION:** You shall not engage yourself in any trade, business or occupation during the period of your association with our company.
13. **MISREPRESENTATION OF FACTS:** If information furnished by you in your application regarding qualification, previous experience, employment details etc. are found to be incorrect inadequate or not true, your apprenticeship is liable to be terminated.
14. **TERMINATION DURING THE PERIOD OF APPRENTICESHIP:** In any event if the management deems that your activities will interfere with the training which is being imparted to you or your performance is not satisfactory the management is entitled to terminate your apprenticeship during the period of apprenticeship.
15. **EMPLOYMENT:** There is no obligation whatsoever on company's part to offer you any employment after completion of your apprenticeship.
16. **RESIDENTIAL ADDRESS:** Any change in your residential address shall be intimated to the management within three days of such change.
17. This appointment will be terminated instantly at any time. Under the following clauses.

17.1 If you involve in anti-company activities like money scandal either within the company or with vendor / suppliers, involving participating in the activities affecting the industrial peace etc.


17.2 If your performance does not meet the changing organizational needs

17.3 Disobey of Company Policy, Rules & Regulation continues more than an occasion.

If the aforesaid terms and conditions are acceptable, Please return the duplicate copy of the letter duly signed in token of your acceptance of the above terms.

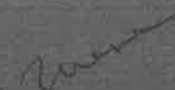
Thanking you,

For SL LUMAX LTD.,


JEON JOO YEOL
MANAGING DIRECTOR

I accept the above terms & conditions.
Signature




D. RAJESH KANNI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To
Ms.NITHIYA C
Bachelor of Engineering (Electrical and Electronics Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.NITHIYA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer", and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/- (CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with Hailstone Technology. Please indicate your probable date of joining us. This offer is open for your joining Hailstone Technology till 31-05-2019.

We take this opportunity to welcome you to Hailstone Technology and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by

Name

#76, Bharathiyar Road, Papanayakan Palayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



SRI VINAYAGA ELECTRICALS

ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS,

Govt. Approved TNELB ESB (No.2261) Grade Contractors

VEPPUR CROSS ROAD, CHENNAI – TRICHY MAIN ROAD, CUDDALORE DT – 606 304

Cell:9894535438, 9486929818

Email: engineerssve@gmail.com

04th Jun 2019

Ms. Priya Dharshini.M
236 main road, Madur (po),
Kallaurichi (TK),
Villupuram (DT)-606 202

Dear **Ms. Priya Dharshini.M**

Sub: Offer of appointment as **Electrical Design Engineer**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Electrical Design Engineer** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 1,92,000 per annum (INR One Lakh Ninety two Thousand only). You are requested to keep your salary details confidential all time.


We would like you to commence your employment with us on **08 July 2019**.


This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail**.

We would like to welcome you to our team and wish you every success in your career with us.


SRI VINAYAGA ELECTRICALS
ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS
TNELB ESB No.2261. Valid upto 13-3-2022
Prop : K.KRISHNAN B.E.,EEE.,
C 49393 Valid upto 13-7-2024
VEPPUR, CUDDALORE DISTRICT-606304.


Dr.R.GURUMANI, M.E., Ph.D., M.B.A., MISTE., FIE..
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.



SRI VINAYAGA ELECTRICALS

ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS,

Govt. Approved TNELB ESB (No.2261) Grade Contractors

VEPPUR CROSS ROAD, CHENNAI – TRICHY MAIN ROAD, CUDDALORE DT – 606 304

Cell:9894535438, 9486929818

Email: engineerssve@gmail.com

04th Jun 2019

Ms. Ramya P
362 Moopananar koil street,
Arasampattu,
Sankarapuram (TK),
Villupuram (DT)- 606 401

Dear **Ms. Ramya P**

Sub: Offer of appointment as **Electrical Supervisor**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Electrical Supervisor** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 1,44,000 per annum (INR One Lakh Forty Four Thousand Only)). You are requested to keep your salary details confidential all time.


We would like you to commence your employment with us on **08 July 2019**.


This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail**.

We would like to welcome you to our team and wish you every success in your career with us.


SRI VINAYAGA ELECTRICALS
ELECTRICAL ENGINEERS & ELECTRICAL CONTRACTORS
TNELB ESB No 2261, Valid upto 13-3-2022
Prop : K.KRISHNAN B.E.,EEE.,
C 49393 Valid upto 13-7-2024
VEPPUR, CUDDALORE DISTRICT-606304.


Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.RASIKA R

Bachelor of Engineering (Electrical and Electronics Engineering)

Idhaya Engineering College for Women,

Chinnasalem, Tamil Nadu 606201,

Dear Ms.RASIKA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer", and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/- (CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with Hailstone Technology. Please indicate your probable date of joining us. This offer is open for your joining Hailstone Technology till 31-05-2019.

We take this opportunity to welcome you to Hailstone Technology and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by

Name

#76, Bharathiyar Road, Papanayakan Palayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT



☎ : 26358178

KARPPAGA VINAYAGAR INDUSTRIES

Plot No. 151 & 152, TAAS Industrial Area, Sidco Industrial Estate,
Ambattur, CHENNAI - 600 098.

Ref : IDHAYA ENGINEERING COLLEGE FOR WOMEN

Mr/Miss : REKA R

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Karppaga Vinayagar Industries"

We are pleased to extend the following offer of employment to you on behalf of **Karppaga Vinayagar Industries**, You have been selected as the best candidate for the Quality Control Supervisor position. Congratulations!

We believe that your knowledge, skills and experience would be an ideal fit for our Quality Assurance team. We hope you will enjoy your role and make a significant contribution to the overall success of **Karppaga Vinayagar Industries**.

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with **Karppaga Vinayagar Industries**.

Position

We are offering a position for you as Quality Control Supervisor. In this position, you will report to Quality head.

Working hours

This position requiring approximately 8 hours per Day. Your regular weekly schedule will be from Monday to Saturday. Expected hours of work are from 9.00 A.M to 5.30 P.M.

Compensation and Salary

For Quality Control Supervisor position, we are offering a salary of Rs. 1,80,000/- as Annual Remuneration CTC. You will be paid on a Monthly basis.

Commencement date

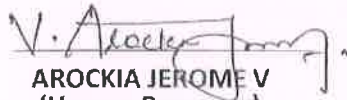
As we discussed, your employment will commence on Or Before 3rd July 2019.

At the time of Joining you will be required to furnish:


1. This Original Conditional Offer Letter Issued to you
2. Copy of provisional certificate
3. 2 copies of proof of identity and proof of address
4. 2 passport size photographs

Please return the enclosed copy of duly signed as a token of your acceptance of the letter.

For and on behalf of the Management of


AROCKIA JEROME V
(Human Resource)




Dr. R. GURUMANI, M.E., PH.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

28th Jun 2019

Ms. Anbarasi. R,
3/1234, AmmaPettai,
Melnariyappanur (Po),
Chinna Salem (TK),
Villupuram DT - 606201

Dear Ms. Anbarasi,

Sub: Offer of appointment as **Software Developer**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Software Developer** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 280,000 per annum (INR Two Lakhs Eighty Thousand only). You are requested to keep your salary details confidential all time.

We would like you to commence your employment with us on **05 August 2019**.

This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail**.

We would like to welcome you to our team and wish you every success in your career with us.

For REDCASO SOLUTIONS PVT LTD.,




PRASANNA YOGESH
CEO

**This Offer Letter will be valid once you have signed the Appointment Letter on your Date of Joining.

Redcaso Solutions (P) Ltd.

2nd Floor, S.A.L Square, No: 15, Dr Rajendra Prasad Road, Hasthinapuram, Chrompet,
Chennai – 600044. Tel:+91-6383282612, Email:hr@redcaso.com, Website:www.redcaso.com


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

VEI Technologies
We Design for future Technologies

18th March 2019

Dear ARCHANA.M

We are pleased to offer you the post of **System Software Engineer-Trainee** in our organization. The terms and conditions of the offer are as below. You are expected to join on or before **17-June-2019**. Please note that the order is not valid beyond the agreed joining date unless otherwise with your valid reason in written and subject to company's acceptance of your reason in this regard.

1. Designation: **System Software Engineer-Trainee**
2. Compensation: **You are entitled for an annual pay of Rs.1, 20,000(One Lakhs and Twenty Thousands Only) Per Annum. The detailed pay structure will be given to you on your date of joining.**

We welcome you to Vei Technologies family and look forward for a long and mutually beneficial association

For VeiTechnologies



**Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL**

**IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT**



KUVIRA
CYBERNETICS

KUVIRA CYBERNETICS

No.1/86, Kattupadi Cross Road
Near Vellore, Vellore
TamilNadu - 632 011

Dated: 02 July, 2019

LETTER OF APPOINTMENT

Dear Ms. Arulmozhi M

It is our pleasure to offer you an appointment as an Embedded Design Engineer.

Your appointment will be effective from July 22, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 44,000 /- (One Lakh Forty Four Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter. We look forward to working with you.

Thanking you

Sincerely,

For Kuvira Cybernetics Pvt. Ltd.,

Arulbabu Donbosco
CEO and Director

Email: kuviracybernetics@gmail.com



Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.DURGADEVI.R

Bachelor of Engineering (Electronics and Communication Engineering)

Idhaya Engineering College for Women,

Chinnasalem, Tamil Nadu 606201,

Dear Ms.DURGADEVI,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer" and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/-(CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining **Hailstone Technology** till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by

Name

#76, Bharathiyar Road, PapanayakanPalayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,

PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN

CHINNASALEM-606 201, KALLAKURICHI DT.

VEI Technologies
We Design for future Technologies

18th March 2019

Dear FARHANA.N

We are pleased to offer you the post of **System Software Engineer-Trainee** in our organization. The terms and conditions of the offer are as below. You are expected to join on or before **17-June-2019**. Please note that the order is not valid beyond the agreed joining date unless otherwise with your valid reason in written and subject to company's acceptance of your reason in this regard.

- 1. Designation:** System Software Engineer-Trainee
- 2. Compensation:** You are entitled for an annual pay of **Rs.1, 20,000(One Lakhs and Twenty Thousands Only) Per Annum**. The detailed pay structure will be given to you on your date of joining.

We welcome you to Vei Technologies family and look forward for a long and mutually beneficial association

For VeiTechnologies



Gurumani
Dr.R.GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.IE.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.

REDCASO

28th Jun 2019

Ms. Golda Remina Mary. A,
1/269, Maiyanur Road,
Viriyur Post,
VillupuramDt – 606402

Dear **Ms. Golda Remina Mary,**

Sub: Offer of appointment as **Software Developer**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Software Developer** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 280,000 per annum (INR Two Lakhs Eighty Thousand only). You are requested to keep your salary details confidential all time.

We would like you to commence your employment with us on **05 August 2019.**

This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail.**

We would like to welcome you to our team and wish you every success in your career with us.

For REDCASO SOLUTIONS PVT LTD.,



PRASANNA YOGESH
CEO

****This Offer Letter will be valid once you have signed the Appointment Letter on your Date of Joining.**

Redcaso Solutions (P) Ltd.

2nd Floor, S.A.L Square, No: 15, Dr Rajendra Prasad Road, Hasthinapuram, Chrompet
Chennai – 600044. Tel:+91-6383282612, Email:hr@redcaso.com, Website:www.redcaso.com

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., MISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

28th Jun 2019

Ms. JeevaSuruthi. A,
Viriyur (post), Sankrapuram main road,
sankrapuram (Tk),
Villupuram (Dt)-606402

Dear Ms. JeevaSuruthi,

Sub: Offer of appointment as **Software Developer**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Software Developer** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 280,000 per annum (INR Two Lakhs Eighty Thousand only). You are requested to keep your salary details confidential all time.

We would like you to commence your employment with us on **05 August 2019**.

This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail**.

We would like to welcome you to our team and wish you every success in your career with us.


For REDCASO SOLUTIONS PVT LTD.,



PRASANNA YOGESH
CEO

**This Offer Letter will be valid once you have signed the Appointment Letter on your Date of Joining.

Redcaso Solutions (P) Ltd.
2nd Floor, S.A.L Square, No: 15, Dr Rajendra Prasad Road, Hasthinapuram, Chrompet,
Chennai – 600044. Tel:+91-6383282612, Email:hr@redcaso.com, Website:www.redcaso.com


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.



Ref: IDHAYA ENGINEERING COLLEGE FOR WOMEN
Ms/Miss J Jothi Sowmiya

CONDITIONAL OFFER LETTER

We are based in Chennai, India as "Aagna Global Solutions Pvt Ltd"

Further to our discussion, we are pleased to inform you that you have been provisionally selected for providing support and services for our organization on the following terms and conditions and does not constitute to an appointment.

Broad Terms and Conditions

1. Designation of Intern Process Associate will be assigned in the event of you formally being appointed
2. You will be provided extensive for a period of 10-12 days and formally appointed on the rolls of the company upon successful completion of the Training and will be on probation for 3 months.
3. You will be paid compensation of Rs. 1,20,000/- as Annual Remuneration CTC. (**Gross Salary differs according to the branches**) inclusive of various deductions as per the labor laws. Salary will not be applicable in the case of you not successfully completing the Training. This is subject to change as per Company's norms and policies over a changing scenario.
4. This appointment is subject to being found medically fit to take up this job and flexible to work in allotted shift.
5. You will be required to join us on or before 17th of June, 2019. A detailed Letter of Appointment shall be issued to you upon your successful completion of Training.

At the time of joining you will be required to furnish :

- a) This original Conditional Offer Letter issued to you
- b) Any one **photo copy** of Academic Certificate - (Xth or XIIth Certificate)
- c) Copies of all Educational Qualifications and applicable certifications.
- d) 2 Copies of Proof of Identity & Proof of address.
- e) 2 passport size photographs.

Please return the enclosed copy duly signed as a token of your acceptance of the letter. *Messi*

For-and on behalf of the Management of

V. Prashanth
Human Resource

Messi
Dr. R. GURUNJANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

Aagna Global Solutions Pvt Ltd

#152, Fortune Towers, (III Floor) 200 Feet Road, Kovilambakkam, Chennai-600117

W: www.aagnaglobal.com | E: info@aagnaglobal.com | P: +91 44 30959589 / 30959599



To

Date:25.06.2019

M.KAVIYARASI
5/164,KAMARAJARSTREET,
VIRUGAVOOR PO, KALLAKURICHITK,
VILLUPURAM DT

Dear, M.KAVIYARASI

We are pleased to appoint you as **Software Analyst** in our organization subject to the following terms and conditions: -

1. You will be required to report for duty on 25.06.2019
2. You will be on probation for a period of Three month. On satisfactory completion of the probationary period you will be confirmed. During probationary period your service can be terminated without notice.
3. During the period of employment you will be paid a consolidated salary of Rs. 17,500 per month.
4. The salary will be reviewed once in a year and no intermittent revision will be considered except under special circumstances.
5. You will work under the Supervision of the undersigned and have to take the responsibilities assigned from time to time.
6. The working hours of the company are between 9.00 AM to 6.00 PM and your working hours will be eight to nine hours per day and you will have flexible lunchbreakof60 minutes. Sunday is weekly holiday.
7. You will be entitled of Festival, Statutory holidays and Annual holidays as per the rules of the company.

Principi
Dr. R. GURUMANTHAN, M.Sc., M.A., MISTE, FIE,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

Advanced Science & Technology Research Centre International

#5/113-2, EVR House, State Bank Colony, Second Cross, Salem-
Email:hr.astrc@gmail.com



8. Once you successfully completed the probationary period you have to work with us for minimum 1 Year, after that in the event of your resignation you will have to give 25 days notice or salary in lieu of this. There will be no adjustment against any available leave for the notice period. After the completion of probationary period your service can be terminated with notice period of 25days.
9. Income Tax deduction is not carried over by the company and candidate has to make necessary arrangement to pay Income Tax applicable if any.

If you are agree able to the terms and conditions ,please sign the duplicate copy of the letter as a token of acceptance

Thanking You,

Yours faithfully,

M. Karthi
25/6/2019.

For Advanced Science and Technology Research Centre,

Manger-Training

Weni
Dr. R. GURUMANT, M.E., D.M.S.A., MISTE, FR
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

Advanced Science & Technology Research Centre International

#5/113-2, EVR House, State Bank Colony, Second Cross, Salem-
Email: hr.astrc@gmail.com



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.MERLIN SONA S

Bachelor of Engineering (Electronics and Communication Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.MERLIN SONA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer" and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/-(CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining Hailstone Technology till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by

Name

#76, Bharathiyar Road, PapanayakanPalayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKUPICHI DT.



To


Date:25.06.2019

A.NAMBIKKAI MARY
2/386,KULLATHUMETTUSTREET,
ARULAMBADI PO, SANKARAPURAMTK,
VILLUPURAM DT

Dear, A.NAMBIKKAI MARY

We are pleased to appoint you as **Software Analyst** in our organization subject to the following terms and conditions: -

1. You will be required to report for duty on 25.06.2019
2. You will be on probation for a period of Three month. On satisfactory completion of the probationary period you will be confirmed. During probationary period your service can be terminated without notice.
3. During the period of employment you will be paid a consolidated salary of Rs. 17,500 per month.
4. The salary will be reviewed once in a year and no intermittent revision will be considered except under special circumstances.
5. You will work under the Supervision of the undersigned and have to take the responsibilities assigned from time to time.
6. The working hours of the company are between 9.00 AM to 6.00 PM and your working hours will be eight to nine hours per day and you will have flexible lunchbreakof60 minutes. Sunday is weekly holiday.
7. You will be entitled of Festival, Statutory holidays and Annual holidays as per the rules of the company.


Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.I.S.T.E., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-600 201, KALLAKURICHI DT.

Advanced Science & Technology Research Centre International

#5/113-2, EVR House, State Bank Colony, Second Cross, Salem-
Email:hr.astrc@gmail.com



8. Once you successfully completed the probationary period you have to work with us for minimum 1 Year, after that in the event of your resignation you will have to give 25 days notice or salary in lieu of this. There will be no adjustment against any available leave for the notice period. After the completion of probationary period your service can be terminated with notice period of 25days.
9. Income Tax deduction is not carried over by the company and candidate has to make necessary arrangement to pay Income Tax applicable if any.

If you are agree able to the terms and conditions, please sign the duplicate copy of the letter as a token of acceptance.

Thanking You,

Yours faithfully,
A. Nambikkai Mar

For Advanced Science and Technology Research Centre,

Manger-Training

R. Gurumani
Dr.R.GURUMANI, M.E, P.H.D., M.B.A., MISTE, F.I.E.
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-686 201, KALLAKURICHI DT.

Advanced Science & Technology Research Centre International

#5/113-2, EVR House, State Bank Colony, Second Cross, Salem-
Email: hr.astrc@gmail.com



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.PRIYA K

Bachelor of Engineering (Electronics and Communication Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.PRIYA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer" and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/-(CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining Hailstone Technology till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by
Name

#76, Bharathiyar Road, PapanayakanPalayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT



KUVIRA
CYBERNETICS

KUVIRA CYBERNETICS

No.1/86, Kattupadi Cross Road
Near Vellore, Vellore
TamilNadu - 632 011

Dated: 02 July, 2019

LETTER OF APPOINTMENT

Dear Ms. Prithiya G

It is our pleasure to offer you an appointment as an Embedded Design Engineer.

Your appointment will be effective from July 22, 2019.

As agreed and accepted by you, your Gross Annual Consultation Charges/Professional Fees, inclusive of all the benefits, will be INR 1, 44,000 /- (One Lakh Forty Four Thousand Rupees only).

The applicable taxes will be deducted at source both under the State and Central Acts.

We will appreciate your immediate submission of self attested Xerox copies of the required documents with relevant originals to be returned after verification.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records either through a return email or by post/courier.

We will be glad to be of assistance to you on any questions/clarifications on this letter. We look forward to working with you.

Thanking you

Sincerely,

For Kuvira Cybernetics Pvt. Ltd.,

Arulbabu Donbosco
CEO and Director

Email: kuviracybernetics@gmail.com



Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.RAMANI K

Bachelor of Engineering (Electronics and Communication Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.RAMANI,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer" and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/-(CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining **Hailstone Technology** till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by

Name

#76, Bharathiyar Road, PapanayakanPalayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201 KERALAKURICHIDT.



Hailstone Technology

Step into the world of innovation

Date: 04-03-2019

To

Ms.SANGEETHA.V

Bachelor of Engineering (Electronics and Communication Engineering)
Idhaya Engineering College for Women,
Chinnasalem, Tamil Nadu 606201,

Dear Ms.SANGEETHA,

We are pleased to confirm that after careful consideration, we have decided to appoint you as "Embedded Design Engineer" with us on the following lines.

Your position with our organization will be "Embedded Design Engineer" and you will be expected to join the duty on 01-04-2019.

Your salary will be Rs.12,500/-(CTC) (Rupees Twelve Thousand and Five Hundred only) per month inclusive of all allowances, the Company reserves the right to revise the salary, as it deems necessary.

As an Employee, you will be expected to abide by Company rules and policies. You may not disclose confidential Company information to unauthorized third parties, and at no time may you disclose confidential information of a former employer/s to the company. You will need to submit all your qualification documents, relieving documents with a copy of each, on the date of joining.

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with **Hailstone Technology**. Please indicate your probable date of joining us. This offer is open for your joining **Hailstone Technology** till 31-05-2019.

We take this opportunity to welcome you to **Hailstone Technology** and we are confident that you will have a rewarding career with us.

For Hailstone Technology

Authorized Signatory

Vignesh C

(Managing Director)



Accepted by

Name

#76, Bharathiyar Road, PapanayakanPalayam, Coimbatore-641037. Mobile: +91 8056429903.

www.hailstonetechnology.in, E-mail: info@hailstonetechnology.in

Mem
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

VEI Technologies
We Design for future Technologies

18th March 2019

Dear SHALIYA MARY P

We are pleased to offer you the post of **System Software Engineer-Trainee** in our organization. The terms and conditions of the offer are as below. You are expected to join on or before **17-June-2019**. Please note that the order is not valid beyond the agreed joining date unless otherwise with your valid reason in written and subject to company's acceptance of your reason in this regard.

- 1. Designation:** System Software Engineer-Trainee
- 2. Compensation:** You are entitled for an annual pay of **Rs.1, 20,000(One Lakhs and Twenty Thousands Only) Per Annum**. The detailed pay structure will be given to you on your date of joining..

We welcome you to Vei Technologies family and look forward for a long and mutually beneficial association

For VeiTechnologies



Guruni
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL

IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



28th Jun 2019

Ms. Shobana. V,
1/92, MariyammanKovil Street,
Thondankuruchi, Kazhuthur Post,
TittakudiTaluk,
CuddaloreDt – 606304

Dear **Ms. Shobana,**

Sub: Offer of appointment as **Software Developer**

Further to your application for employment and the interview you had with us, we are pleased to offer you the position of **Software Developer** in our Company on the terms and conditions discussed and agreed upon.

Your annual compensation package (cost to company, which includes cost towards all relevant statutory compliance) is INR 280,000 per annum (INR Two Lakhs Eighty Thousand only). You are requested to keep your salary details confidential all time.

We would like you to commence your employment with us on **05 August 2019.**

This offer is, of course, made subject to the following conditions:

Our receiving of satisfactory references and background verifications about you.

Please be kind enough to confirm your formal acceptance of this offer by signing and returning the letter or by acceptance of offer/**confirmation mail.**

We would like to welcome you to our team and wish you every success in your career with us.

For REDCASO SOLUTIONS PVT LTD.,

PRASANNA YOGESH
CEO

**This Offer Letter will be valid once you have signed the Appointment Letter on your Date of Joining.

Redcaso Solutions (P) Ltd.

2nd Floor, S.A.L Square, No: 15, Dr Rajendra Prasad Road, Hasthinapuram, Chrompet,
Chennai – 600044. Tel:+91-6383282612, Email:hr@redcaso.com, Website:www.redcaso.com

Dr. R. GURUNANI, M. Ed., M. A., M. Sc., F. I. C.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

VEI Technologies

We Design for future Technologies

18th March 2019

Dear SIVARANJANI M

We are pleased to offer you the post of **System Software Engineer-Trainee** in our organization. The terms and conditions of the offer are as below. You are expected to join on or before **17-June-2019**. Please note that the order is not valid beyond the agreed joining date unless otherwise with your valid reason in written and subject to company's acceptance of your reason in this regard.

1. Designation: System Software Engineer-Trainee
2. Compensation: You are entitled for an annual pay of **Rs.1, 20,000 (One Lakhs and Twenty Thousands Only) Per Annum**. The detailed pay structure will be given to you on your date of joining.

We welcome you to Vei Technologies family and look forward for a long and mutually beneficial association

For Vei Technologies



Praveen
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M. ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



IAS

Innovative Academy For Students

February 15, 2019

Ms Amala
sachinsudha345@gmail.com

Dear Amala,

Further to our interactions with you, we are pleased to offer you the position of Associate - Training with the Aptitude Practice at Innovative Academy for Students (mostly referred as IAS).


Your joining date is Monday, March 04, 2019. Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to IAS and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate - Training with an Annual CTC of **Rs.300000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer, by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.


Dr. R. GURUNANI, M.E., Ph.D., M.B.A., MISTE, FIE.
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-506 201, KALLAKURICHI DT.



IAS

Innovative Academy For Students

Annexure I: Compensation Structure			
Name	Ms. Amala	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		100000
2	House Rent Allowance		40000
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		54200
6	Provident Fund (Employer Contribution)		21600
Total Fixed Pay per annum			250000
Annual Performance Linked Pay (Maximum)			50000
Total Cost to Company			300000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely

Manigandan R
Founder - IAS
R. MANIGANDAN
Founder

Innovative Academy for Students (IAS)
Ambattur, Chennai - 600 058.

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.



Letter of Intent

9-9-2021

Mr/Ms Sheryl Metilda dennis

We are Pleased to inform you that you got selected for the Position PROCESS ASSOCIATE

for our client ARM SOFTTECH SOLUTIONS

as a Process Associate your expected DOJ will be on 15-10-2021

You will be paid with the Stipend RS. 13,000 / - P.M.

This letter of indent is valid subject to your academic course and experience and by submitting the required documents pertaining to your employment.

We are looking forward to having you rewarding career with us.

S. Ganesan

Authorized Signature

neeraj
B.TECH., P.H.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201. KALLAKURICHI DT.



IAS

Innovative Academy For Students

February 15, 2019

Ms Sumithra
sumisapas98@gmail.com

Dear Sumithra,

Further to our interactions with you, we are pleased to offer you the position of Associate - Training with the Aptitude Practice at Innovative Academy for Students (mostly referred as IAS).


Your joining date is Monday, March 04, 2019. Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to IAS and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate - Training with an Annual CTC of **Rs.300000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer, by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.


S.K.GURUMANI, M.E., Ph.D., M.B.A., M.ITE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.



IAS

Innovative Academy For Students

Annexure I: Compensation Structure

Name	Ms. Sumithra	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		100000
2	House Rent Allowance		40000
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		54200
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		250000
	Annual Performance Linked Pay (Maximum)		50000
	Total Cost to Company		300000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely

Manigandan R
Founder – IAS

R. MANIGANDAN
Founder

Innovative Academy for Students (IAS)
Ambattur, Chennai - 600058

Sumithra
Dr. R. GURUMANI, M.E., Ph.D., M.B.A., M.ISTE., F.I.E.,
PRINCIPAL
IDHAYA ENGG. COLLEGE FOR WOMEN
CHINNASALEM-606 201, KALLAKURICHI DT.

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance