



NEHRU INSTITUTE OF TECHNOLOGY

(Autonomous)

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

Recognized by UGC with Section 2(f).

Accredited by NAAC with A+, NBA Accredited (AERO & CSE),

CRITERIA 5.2.1

Average percentage of placement of outgoing students during 2022-2023

SUMMARY OF PLACEMENT OF OUTGOING STUDENTS

FOR THE ACADEMIC YEAR 2022-2023

INDEX

Academic Year	Total number of students appeared	Total number of students placed	Percentage
2022-2023	59	50	86

PROGRAM WISE INDEX

Academic Year	Program	Total number of students placed
2022-2023	B.E Aeronautical Engineering	20
	B.Tech. Agricultural Engineering	15
	B.E Civil Engineering	9
	B.E Computer Science and Engineering	8

PLACEMENT DETAILS (2022 - 2023)

S.No.	Name of student placed and contact details		Discipline	Year of Passing	On/ Off Campus	Name of the employer
	Name	Reg. No.				
1	ABISHEK	721019101001	Aeronautical Engineering	2023	ON	V-Dart
2	ANUSRIYA A	721019101002	Aeronautical Engineering	2023	ON	Garuda Aerospace Pvt Ltd
3	APARNA E P	721019101003	Aeronautical Engineering	2023	ON	Jet Aerospace Pvt Ltd
4	DEEPAK R	721019101004	Aeronautical Engineering	2023	ON	RND Optimizer Pvt Ltd
5	DHARMADURAI C	721019101005	Aeronautical Engineering	2023	ON	V-Dart
6	GOBI SHANKAR P	721019101008	Aeronautical Engineering	2023	ON	Jet Aerospace Pvt Ltd
7	HARIHARAN T	721019101010	Aeronautical Engineering	2023	ON	Garuda Aerospace Pvt Ltd
8	KANNAN M	721019101012	Aeronautical Engineering	2023	ON	Sutherland
9	MUHAMMED VASIB P	721019101014	Aeronautical Engineering	2023	ON	Sutherland
10	PRAKASH K	721019101015	Aeronautical Engineering	2023	ON	Avatar Aviation
11	RAHUL S	721019101017	Aeronautical Engineering	2023	ON	Avatar Aviation
12	SALU PRAVEENA	721019101018	Aeronautical Engineering	2023	ON	RND Optimizer Pvt Ltd
13	SARAVANAN M	721019101019	Aeronautical Engineering	2023	ON	V-Dart
14	SIVANKUTTI K	721019101020	Aeronautical Engineering	2023	ON	Sutherland
15	VAISHNAVI T	721019101022	Aeronautical Engineering	2023	ON	Sutherland
16	VISHAL G	721019101023	Aeronautical Engineering	2023	ON	RND Optimizer Pvt Ltd
17	ENIYAVAN N	721019101007	Aeronautical Engineering	2023	ON	RND Optimizer Pvt Ltd
18	SOOREJ V	721019101022	Aeronautical Engineering	2023	ON	RND Optimizer Pvt Ltd
19	GURU PRASAD K	721019101009	Aeronautical Engineering	2023	ON	RND Optimizer Pvt Ltd
20	VAISHNAVI T	721019101022	Aeronautical Engineering	2023	ON	Jet Aerospace Pvt Ltd
21	ANITA C BABU	721019108002	Agricultural Engineering	2023	ON	CRI Pumps
22	DOMINIC SEPASTIN A	721019108004	Agricultural Engineering	2023	ON	CRI Pumps
23	JESWIN NIJOE A J	721019108006	Agricultural Engineering	2023	OFF	ZyNerd
24	MEGANATHAN P	721019108011	Agricultural Engineering	2023	ON	CRI Pumps
25	KAPIL KRITHIK T	721019108007	Agricultural Engineering	2023	ON	CRI Pumps
26	KAVIYA S	721019108008	Agricultural Engineering	2023	OFF	Kovai Classic Industries
27	KUMARAGURU M	721019108010	Agricultural Engineering	2023	OFF	TerraTern
28	NIVETHA B	721019108013	Agricultural Engineering	2023	OFF	TANSAM
29	PRADEEP D	721019108014	Agricultural Engineering	2023	OFF	iEnergizer
30	PRADEEP SINGH RATHORE A	721019108015	Agricultural Engineering	2023	ON	CRI Pumps
31	VENNILA S	721019108018	Agricultural Engineering	2023	ON	CRI Pumps
32	SAYED ABUTHAHIR F	721019108301	Agricultural Engineering	2023	ON	CRI Pumps
33	AHAMED ARIFF H	721019108001	Agricultural Engineering	2023	ON	PayTm Services
34	MOHAMMED ALI FAYAZ S	721019108012	Agricultural Engineering	2023	OFF	Charge Infra
35	SANTHOSH M	721019108016	Agricultural Engineering	2023	ON	PayTm Services
36	KHOSHA KESHO	721019103002	Civil Engineering	2023	ON	Sutherland

37	SHARATH RS	721019103003	Civil Engineering	2023	ON	Trinite Construction
38	SURYA T	721019103004	Civil Engineering	2023	ON	Geo-Care Engineering Constructions
39	VISHNU BALAJI	721019103301	Civil Engineering	2023	ON	Stephen & Brothers Constructions
40	SANJAI	721019103302	Civil Engineering	2023	ON	Linga Architech
41	NIJANTHAN	721019103303	Civil Engineering	2023	ON	Sai Constructions
42	HARIHARASUDHAN	721019103304	Civil Engineering	2023	ON	Silpak Engineers & Builders
43	AAKASH. C	721019104001	Computer Science and Engineering	2023	ON	IKON Infotech
44	DHARANI KUMAR. R	721019104002	Computer Science and Engineering	2023	ON	IKON Infotech
45	HESSLOR LUCIAN	721019104003	Computer Science and Engineering	2023	ON	Amazon
46	JAYAPRAKASH. R	721019104005	Computer Science and Engineering	2023	ON	Cygnus Software Pvt Ltd
47	MOHAMAD IRFAN. A	721019104006	Computer Science and Engineering	2023	ON	Cygnus Software Pvt Ltd
48	RAJA PANDI. N	721019104007	Computer Science and Engineering	2023	ON	Cygnus Software Pvt Ltd
49	ROKKITH. S. K	721019104009	Computer Science and Engineering	2023	ON	IKON Infotech
50	SABARIVASAN. S	721019104010	Computer Science and Engineering	2023	ON	IKON Infotech
51	AARTHI T	721021631001	MBA	2023	ON	Prompt Personnel Private Limited.
52	ARUNKUMAR R	721021631002	MBA	2023	ON	Quess Corp Limited.
53	ARUNKUMAR S N	721021631006	MBA	2023	ON	IDBI Federal Life Insurance Co Ltd
54	ASHWIN M	721021631008	MBA	2023	ON	Spectrum Talent Management(P) Ltd.
55	BHARATHI K	721021631009	MBA	2023	ON	Bharati Axa Life Insurance.
56	DHAYANANTH A	721021631010	MBA	2023	ON	ESAF Small Finance Bank Limited.
57	GNANASEKAR N	721021631013	MBA	2023	ON	Bandhan Bank Limited
58	KARTHIK S	721021631017	MBA	2023	ON	ESAF Small Finance Bank Limited
59	KARTHIKEYAN G	721021631018	MBA	2023	ON	IDBI Federal Life Insurance Co Ltd
60	KRISHNAMOORTHY S	721021631022	MBA	2023	ON	IDBI Federal Life Insurance Co Ltd
61	LINTA M S	721021631023	MBA	2023	ON	Sureti Insurance Market Pvt Ltd
62	MANOJBABU R	721021631026	MBA	2023	ON	City Union Bank
63	MARIYAPPAN A	721021631027	MBA	2023	ON	Bharati Axa Life Insurance
64	MOHANA DHARSINI R	721021631029	MBA	2023	ON	City Union Bank
65	MUTHU KRISHNAN B	721021631030	MBA	2023	ON	JUST DIAL Ltd.
66	NANDHA KUMAR G	721021631031	MBA	2023	ON	J B M Industries
67	NIVETHA S	721021631033	MBA	2023	ON	IDBI Federal Life Insurance Co Ltd
68	PREETHI K	721021631037	MBA	2023	ON	IDBI Federal Life Insurance Co Ltd
69	RANJITH S	721021631039	MBA	2023	ON	J B M Industries
70	REASHMA R	721021631040	MBA	2023	ON	Bosch Global Software Technologies Private Limited
71	SALMAN BARIS M	721021631041	MBA	2023	ON	J B M Industries
72	SATHISH KANNAN N	721021631045	MBA	2023	ON	Sri Kiran Industries
73	SELVA GANESHAN S	721021631047	MBA	2023	ON	Bharati Axa Life Insurance
74	SRINATH B	721021631050	MBA	2023	ON	Sri Kiran Industries
75	SUJINTHAN R	721021631051	MBA	2023	ON	City Union Bank
76	VIGNESH P	721021631057	MBA	2023	ON	Sri Kiran Industries
77	YASWANTH BABU N	721021631059	MBA	2023	ON	Sureti Insurance Market Pvt Ltd


 Circa. Dean placements





NEHRU INSTITUTE OF TECHNOLOGY

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Accredited by NAAC with A+, Recognized by UGC with Section 2(f)



Department of Aeronautical Engineering

Academic Year	Total No. of Students Appeared	Total No. of Students Placed
2022 - 2023	24	20

S. No.	Name of the Student	Program Graduated	Name of the Employer	Pay Package
1	Abishek	AERO	V-Dart	2.25 LPA
2	Anusriya.A	AERO	Garuda Aerospace Pvt Ltd	2 LPA
3	Aparna. E. P	AERO	Jet Aeropsace Pvt Ltd	2 LPA
4	Deepak.R	AERO	RND Optimizer Pvt Ltd	1.68 LPA
5	Dharmadurai.C	AERO	V-Dart	2.25 LPA
6	Gobi Shankar.P	AERO	Jet Aeropsace Pvt Ltd	2 LPA
7	Hariharan.T	AERO	Garuda Aerospace Pvt Ltd	2 LPA
8	Kannan.M	AERO	Suthernland	2.5 LPA

9	Muhammed Vasib.P	AERO	Sutherland	2.5 LPA
10	Prakash.K	AERO	Avatar Aviation	1.5 LPA
11	Rahul.S	AERO	Avatar Aviation	1.5 LPA
12	Salu Praveena	AERO	RND Optimizer Pvt Ltd	2 LPA
13	Saravanan.M	AERO	V-Dart	2.25 LPA
14	Sivankutti.K	AERO	Sutherland	2.5 LPA
15	Vaishnavi.T	AERO	Sutherland	2.5 LPA
16	Vishal.G	AERO	RND Optimizer Pvt Ltd	2 LPA
17	Eniyavan.N	AERO	RND Optimizer Pvt Ltd	2 LPA
18	Soorej.V	AERO	RND Optimizer Pvt Ltd	2 LPA
19	Guru Prasad .K	AERO	RND Optimizer Pvt Ltd	2 LPA
20	Vaishnavi.T	AERO	Jet Aeropsace Pvt Ltd	2 LPA



40, RAJA COLONY,
4th CROSS COLLECTOR'S OFFICE ROAD,
TRICHY - 620001.
www.vdart.com, tnd@vdartinc.com

02-Feb-2023

CONDITIONAL OFFER LETTER

Dear Abishek.A,

With reference to the interview, you had with our Team earlier at **VDart Software Services Pvt. Ltd.** We are pleased to offer you the position of Technical Analyst for our Client subject to the following terms and conditions. You will be deployed in our client location after the successful completion of training and clearing all the tests/interviews as per the Client's requirement.

- a. Your designation will be **Technical Analyst -L1 (Desktop Support/ Network Analyst)**
- b. Your place of work will be Noida/Chennai/Bangalore on need based.
- c. You agree to undergo **5 to 6 weeks of training (virtual)**
- d. You must take an online **Versant English Test (VET)*** and score min. of **58 marks** or obtain a grade of **B2** and above.
- e. On successful completion of training and technical interviews, you will be offered a job based on the client requirement and market conditions, in VDart and deployed at our client location.
- f. You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs. 2,25,360/- (Rupees Two Lakh Twenty-Five Thousand Three Hundred and Sixty Only)** per annum. exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- g. You agree to work in the client location and as per the employment terms and conditions without fail.

An offer letter will be issued to you once you are selected by the Client.

You are requested to sign and share the original copy of this letter as a token of your acceptance of the above offer.

Sincerely

For **VDart Software Service Pvt. Ltd.**

I agree to accept the conditional offer and agree to undergo the training on the above-mentioned terms and conditions from **02-Feb-2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature:

Date: 07-02-2023

Terms & Conditions:

- #1: In the event, that you fail to join VDart or its client as per the agreed joining date, VDart has the right to take appropriate legal action against you and recover any penalties imposed.
- #2: VDart does not charge any fee for training, and it is mandatory for the candidate to complete the required training program.
- #3: Candidates should take the online assessment conducted by an external agency as prescribed by the Client and the candidate should fulfill their requirements and conditions to take the online test.
- #4: VDart or its employees does not charge the candidate for employing them in VDart or for deploying them at client locations.
- #5: This offer is void; in case you are unable to complete the training or fulfill the client's requirements.

40, RAJA COLONY, 4th CROSS COLLECTOR'S OFFICE ROAD, TRICHY - 620001, PH = 0431 4241441



Garuda Aerospace (P) Ltd

ISO 9001:2015 Certified & AS9100:2016 (Rev D) Compliance Company | CIN: U 74900 TN 2015 PTC 102474 | GSTIN: 33AAGCG1621A1ZG

OFFER LETTER

06/10/2023
Chennai

Dear Ms.A.Anusriya
Ref: 33AAGCG1626A12G

Congratulations! We are thrilled to inform that you have been selected for the position of a **UAV ENGINEER** at Garuda Aerospace.

Your salary for a month has been fixed as 15,000 INR as per the company standards for the designation and skill set. Incentives for excellence in performance will be provided and your growth in our company is guaranteed.

Attached are the specific terms and conditions of our offer — please read it carefully as important details are included.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e., 07/06/ 2021. Please contact us immediately if you require an alternative joining date. If not accepted within 48hours, we will be unable to set an alternative date and it will be construed that you are not interested in this employment and this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to;

- Respond via email to hr@garudaaerospace.com to communicate acceptance of the offer and to confirm your joining date. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.
- Any change in joining date must be sent to hr@garudaaerospace.com at least 2 days before your original joining date. The new joining date must be a Monday, Wednesday, or Thursday and should no longer be more than 5 days from the joining date specified above.
- Report to Garuda Aerospace Ops Centre at Agni College of Technology, Old Mahabalipuram Road, Thalambur, Chennai, Tamil Nadu 600 130 on the joining date at 09:30 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule .

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.
Tel: 044-2433 3414 | Mob: +91 95660 10754
E-mail: info@garudaaerospace.com

Southern Chapter of:



Defence Infrastructure Planning &
Management Council (INDIA)
info@dipmcouncil.org
www.dipmcouncil.org



Rotary Wing Society of India
office@rwsil.org
www.rwsil.org

9. Any of the terms and conditions of service may be modified or changed at the Company's discretion.
10. Your remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
11. The benefits as outlined herein and in Garuda policies are subjected to change at the Company's discretion. You will be entitled to privilege leave following the Company's policy as applicable from time to time.
12. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
13. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
14. Information about Garuda Aerospace and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
15. All employees are required to read and comply with Garuda's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
16. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
17. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is 1 year and may be extended at your manager's discretion. At any time during this period, either you or the Company may terminate your service by giving 30 days' notice or basic salary in lieu thereof.
18. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.
Tel: 044-2433 3414 | Mob: +91 95660 10754
E-mail: info@garudaerospace.com

Southern Chapter of:



Institute of Infrastructure Planners &
Management Council (IIPMC)
info@iipmcouncil.org
www.iipmcouncil.org



Rotary Wine Society of India

Rotary Wine Society of India
office@rwsil.org
www.rwsil.org



Garuda Aerospace (P) Ltd

ISO 9001:2015 Certified & AS9100:2016 (Rev D) Compliance Company | CIN: U 74900 TN 2015 PTC 102474 | GSTIN: 33AAGCG1621A1ZG

Garuda Aerospace are in the field of making revolutionary actions related to Education, Technology and More. At Garuda, we are changing the world every day and we will be delighted to have you as part of our team.

Sincerely,

Shyam Kumar
Chief Operational Officer
Garuda Aerospace

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted employment with Garuda Aerospace under the terms and conditions stated above.

Signature:

Name:

A. Anusriya

Date: 07-10-2023

Date of Joining (if requesting an alternative date):

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.

Tel: 044-2433 3414 | Mob: +91 95660 10754

E-mail: info@garudaerospace.com

Southern Chapter of

Defence Infrastructure Planning & Management Council (DIPMC)



Defence Infrastructure Planning & Management Council (DIPMC)
www.dipmcouncil.org



Rotary Wing Society of India
www.rwsociety.org



Jet Aerospace

Aviation Research Center



Accredited by Aeronautical Sector Skill Council (ASSC) | IAI & ISO 9001:2015 UASL Certified Organization |
Training Provider & Partner - Center for Aerospace Research Council | Ministry of MSME Aerospace R&D Center | NSIC |
In-house R&D Unit - Aeronautical Sector Skill Council (ASSC) | Government of Kerala Aerospace Trade Organization

Ref JAARC/04/HR/2023-2024/ 035

Date: 20/02/2023

Dear Ms. Aparna EP,

Greetings from Jet Aerospace Aviation Research Center. Welcome aboard for a great career in the Aerospace industry with Jet Aerospace Aviation Research Center. You have been selected by the administration of Jet Aerospace Aviation Research Center for the post of "Junior Research Intern" for a duration of 2 months (60 Working Days) from 24 February 2023 (Friday). The official offer letter with the details of training will be handed over to you on your date of joining. We have openings at Drone Technology Park - IIT Delhi, PSG Drone Research Lab - Coimbatore and Palakkad Branch. Your initial place of posting will be in Palakkad branch under the guidance of Ms. Krithiga RS - Director (Operations), Jet Aerospace.

Terms & Conditions:

- 1) Your place of training will be initially at Palakkad. However during this duration you may be posted or transferred / attached to any other units / offices of Jet Aerospace, at the sole discretion of the Management. You shall report to the Admin Director/ HR of the Company or any authorized person nominated by the Company from time to time, who in turn will assign your duties and responsibilities of the Company.
- 2) You will be considered as Student Campus Ambassador until your Under Graduate course completion.
- 3) The first month (30 working days) from date of Joining will be considered as Basic Training Period and the second month (30 working days) will be considered as Probation period. The required training will be provided in that duration. The allotment of stipend will be after the basic training period and based on your performance in the probation period.
- 4) Your roles and responsibilities is to be part of Research & Skill Development Programs.
- 5) In case if Interns are found disobedient and working against the management of the organization they will be immediately terminated.

Best Regards

Ms. R. S. Krithiga
Director (Operations) | Jet Aerospace



RndOptimizAR

To,

Mr. R. Deepak
Nehru Institute Of Technology,
Jawahar Gardens,
Kalyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear R.Deepak,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2023. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.



40, RAJA COLONY,
4th CROSS COLLECTOR'S OFFICE ROAD,
TRICHY - 620001.
www.vdart.com, tnd@vdartinc.com

02-Feb-2023

CONDITIONAL OFFER LETTER

Dear Dharmadurai.C,

With reference to the interview, you had with our Team earlier at **VDart Software Services Pvt. Ltd.** We are pleased to offer you the position of Technical Analyst for our Client subject to the following terms and conditions. You will be deployed in our client location after the successful completion of training and clearing all the tests/interviews as per the Client's requirement.

- a. Your designation will be **Technical Analyst -L1 (Desktop Support/ Network Analyst)**
- b. Your place of work will be Noida/Chennai/Bangalore on need based.
- c. You agree to undergo 5 to 6 weeks of training (virtual)
- d. You must take an online Versant English Test (VET)* and score min. of 58 marks or obtain a grade of B2 and above.
- e. On successful completion of training and technical interviews, you will be offered a job based on the client requirement and market conditions, in VDart and deployed at our client location.
- f. You will be entitled to an all-inclusive compensation (Cost to Company) of Rs. 2,25,360/- (Rupees Two Lakh Twenty-Five Thousand Three Hundred and Sixty Only) per annum. exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- g. You agree to work in the client location and as per the employment terms and conditions without fail.

An offer letter will be issued to you once you are selected by the Client.

You are requested to sign and share the original copy of this letter as a token of your acceptance of the above offer.

Sincerely,

For **VDart Software Service Pvt. Ltd.**

I agree to accept the conditional offer and agree to undergo the training on the above-mentioned terms and conditions from **02-Feb-2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature:

Date: 06 - 02 - 2023

Terms & Conditions:

- #1: In the event, that you fail to join VDart or its client as per the agreed joining date, VDart has the right to take appropriate legal action against you and recover any penalties imposed.
- #2: VDart does not charge any fee for training, and it is mandatory for the candidate to complete the required training program.
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Jet Aerospace

Aviation Research Center



Accredited by Aeronautical Sector Skill Council (ASSC) | IAI & ISO 9001:2015 UASL Certified Organization |
Training Provider & Partner - Center for Aerospace Research Council | Ministry of MSME Aerospace R&D Center | NSIC |
In-house R&D Unit - Aeronautical Sector Skill Council (ASSC) | Government of Kerala Aerospace Trade Organization

Ref: JAARC/04/HR/2023-2024/ 037

Date: 20/02/2023

Dear Mr. Gobi Shankar P,

Greetings from Jet Aerospace Aviation Research Center. Welcome aboard for a great career in the Aerospace industry with Jet Aerospace Aviation Research Center. You have been selected by the administration of Jet Aerospace Aviation Research Center for the post of "Junior Research Intern" for a duration of 2 months (60 Working Days) from 24 February 2023 (Friday). The official offer letter with the details of training will be handed over to you on your date of joining. We have openings at Drone Technology Park - IIT Delhi, PSG Drone Research Lab - Coimbatore and Palakkad Branch. Your initial place of posting will be in Palakkad branch under the guidance of Ms. Krithiga RS - Director (Operations), Jet Aerospace.

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- 2) You will be considered as Student Campus Ambassador until your Under Graduate course completion.
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- 4) Your roles and responsibilities is to be part of Research & Skill Development Programs
- 5) In case if interns are found disobedient and working against the management of the organization they will be immediately terminated.

Best Regards

Ms. R.S. Krithiga
Director (Operations) - Jet Aerospace



+91-8883276477
+91-9809812378



Nern KTC, Kaniyapada Industrial Area
Palakkad-678 023, Kerala, India



www.jetaero.in

info.jet@aerospace@gmail.com



Garuda Aerospace (P) Ltd

ISO 9001:2015 Certified & AS9100:2016 (Rev D) Compliance Company | CIN: U 74900 TN 2015 PTC 102474 | GSTIN: 33AAGCG1621A12G

OFFER LETTER

06/10/2023
Chennai

Dear Mr.T.Hariharan
Ref: 33AAGCG1625A12G

Congratulations! We are thrilled to inform that you have been selected for the position of a **UAV ENGINEER** at Garuda Aerospace. Your salary for a month has been fixed as 15,000 INR as per the company standards for the designation and skill set. Incentives for excellence in performance will be provided and your growth in our company is guaranteed. Attached are the specific terms and conditions of our offer — please read it carefully as important details are included.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e., 07/06/ 2021. Please contact us immediately if you require an alternative joining date. If not accepted within 48hours, we will be unable to set an alternative date and it will be construed that you are not interested in this employment and this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to;

- Respond via email to hr@garudaaerospace.com to communicate acceptance of the offer and to confirm your joining date. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.
- Any change in joining date must be sent to hr@garudaaerospace.com at least 2 days before your original joining date. The new joining date must be a Monday, Wednesday, or Thursday and should no longer be more than 5 days from the joining date specified above.
- Report to Garuda Aerospace Ops Centre at Agni College of Technology, Old Mahabalipuram Road, Thalambur, Chennai, Tamil Nadu 600 130 on the joining date at 09:30 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule.

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.
Tel: 044-2433 3414 | Mob: +91 95660 10754
E-mail: info@garudaaerospace.com

Southern Chapter of:



Defense Infrastructure Planning &
Management Council (DIPMC)
info@dipmcouncil.org
www.dipmcouncil.org



Rotary Wing Society of India
info@rws.org
www.rws.org



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On your joining date, please bring

- (i) The original and 1 photocopy of this letter duly signed and dated by you
- (ii) 3 passport sized color photos with a white background,
- (iii) The originals and 2 sets of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. (Photocopies should include both front and back sides of certificates) • Offer Letter and Relieving letter or resignation acceptance letter from your most recent employer. Include the employee number.
- Last 6 months Pay Slip photocopies.
- Proof of identity. Bring one of the following documents: passport, driving license, voter's identification card, PAN card, or credit card with photograph.
- * Please note that all of the above documents are mandatory, and you will not be allowed to join without them.

Please contact us via hr@garudaerospace.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

1. Your initial posting will be in Garuda Aerospace, Chennai. However, your services are transferable and you may be assigned to any office of Agni Groups only on your acceptance. In such a case, you will be governed by the policies of that location.
2. Your appointment is contingent upon satisfactory reference & background checks, which may be conducted at any time from the date of this offer to 90 days from your joining date, and which includes verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete for obligations or other restrictive clauses with any previous employer).
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You may be required to travel on Company work and you will be reimbursed expenses as per company policy.
5. If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
6. You or the Company may terminate your service at any time by giving 60 days' notice or basic salary in lieu thereof.
7. You will retire from the services of the Company on attaining the age of superannuation [58 years].
8. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files, and books, etc. (including but not limited to leased properties).

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
Dhasan Road, Alwarpet, Chennai- 600 018.
CALL: 7432 2414 | Mob: 91 95500 10764

Southern Chapter of:



Defence Infrastructure Planning &
Management Council (INDIA)
info@dicm-council.org

www.dicm-council.org



Rotary Wing Society of India
office@rwsil.org
www.rwsil.org

9. Any of the terms and conditions of service may be modified or changed at the Company's discretion.
10. Your remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
11. The benefits as outlined herein and in Garuda policies are subjected to change at the Company's discretion. You will be entitled to privilege leave following the Company's policy as applicable from time to time.
12. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
13. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
14. Information about Garuda Aerospace and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
15. All employees are required to read and comply with Garuda's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
16. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
17. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is 1 year and may be extended at your manager's discretion. At any time during this period, either you or the Company may terminate your service by giving 30 days' notice or basic salary in lieu thereof.
18. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

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Garuda Aerospace (P) Ltd

ISO 9001:2015 Certified & AS9100:2016 (Rev D) Compliance Company | CIN: U 74900 TN 2015 PTC 102474 | GSTIN: 33AAGCG1621A1ZG

Garuda Aerospace are in the field of making revolutionary actions related to Education, Technology and More. At Garuda, we are changing the world every day and we will be delighted to have you as part of our team.

Sincerely,

Shyam Kumar
Chief Operational Officer
Garuda Aerospace

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted employment with Garuda Aerospace under the terms and conditions stated above.

Signature:

Name: T. Harriharan

Date: 7/10/2023

Date of Joining (if requesting an alternative date): 10/10/2023

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.
Tel: 044-2433 3414 | Mob: +91 95000 10754

Southern Chapter of:



Diponegoro Infrastructure Planning &
Management Council (INDIA)
www.diponegoro.org



Rotary Wing Society of India
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- (i) The original and 1 photocopy of this letter duly signed and dated by you
- (ii) 3 passport sized color photos with a white background,
- (iii) The originals and 2 sets of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. (Photocopies should include both front and back sides of certificates) • Offer Letter and Relieving letter or resignation acceptance letter from your most recent employer. Include the employee number.
- Last 6 months Pay Slip photocopies.
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7. You will retire from the services of the Company on attaining the age of superannuation [58 years].
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office@rwsf.org
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10/54

9. Any of the terms and conditions of service may be modified or changed at the Company's discretion.
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11. The benefits as outlined herein and in Garuda policies are subjected to change at the Company's discretion. You will be entitled to privilege leave following the Company's policy as applicable from time to time.
12. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
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15. All employees are required to read and comply with Garuda's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
16. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
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 E-mail: info@garudaerospace.com

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Rotary Wine Society of India



Management Council (INDIA)
 info@diplmccouncil.org
 www.diplmccouncil.org



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Garuda Aerospace are in the field of making revolutionary actions related to Education, Technology and More. At Garuda, we are changing the world every day and we will be delighted to have you as part of our team.

Sincerely,

Shyam Kumar
Chief Operational Officer
Garuda Aerospace

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted employment with Garuda Aerospace under the terms and conditions stated above.

Signature:

Name:

A. Anusriya

Date: 07-10-2023

Date of Joining (if requesting an alternative date):

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.

Tel: 044-2433 3414 | Mob: +91 95660 10754

E-mail: info@garudaerospace.com

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Jet Aerospace

Aviation Research Center



Aeronautical Sector Skill Council
Affiliated R&D Organization



International Accreditation
Institute

Accredited by Aeronautical Sector Skill Council (ASSC) | IAI & ISO 9001:2015 UASL Certified Organization |
Training Provider & Partner - Center for Aerospace Research Council | Ministry of MSME, Aerospace R&D Center | NSIC |
In-house R&D Unit - Aeronautical Sector Skill Council (ASSC) | Government of Kerala Aerospace Trade Organization

Ref JAARC/04/HR/2023-2024/ 035

Date: 20/02/2023

Dear Ms. Aparna EP,

Greetings from Jet Aerospace Aviation Research Center. Welcome aboard for a great career in the Aerospace industry with Jet Aerospace Aviation Research Center. You have been selected by the administration of Jet Aerospace Aviation Research Center for the post of "Junior Research Intern" for a duration of 2 months (60 Working Days) from 24 February 2023 (Friday). The official offer letter with the details of training will be handed over to you on your date of joining. We have openings at Drone Technology Park - IIT Delhi, PSG Drone Research Lab - Coimbatore and Palakkad Branch. Your initial place of posting will be in Palakkad branch under the guidance of Ms. Krithiga RS - Director (Operations), Jet Aerospace.

Terms & Conditions:

- 1) Your place of training will be initially at Palakkad. However during this duration you may be posted or transferred / attached to any other units / offices of Jet Aerospace, at the sole discretion of the Management. You shall report to the Admin Director/ HR of the Company or any authorized person nominated by the Company from time to time, who in turn will assign your duties and responsibilities of the Company.
- 2) You will be considered as Student Campus Ambassador until your Under Graduate course completion.
- 3) The first month (30 working days) from date of Joining will be considered as Basic Training Period and the second month (30 working days) will be considered as Probation period. The required training will be provided in that duration. The allotment of stipend will be after the basic training period and based on your performance in the probation period.
- 4) Your roles and responsibilities is to be part of Research & Skill Development Programs
- 5) In case if interns are found disobedient and working against the management of the organization they will be immediately terminated.

Best Regards

Ms. R. S. Krithiga
Director (Operations) - Jet Aerospace



+91-8883276477

New KTC, Nanjode Industrial Area

www.jet aero.in

RndOptimizAR

To,

Mr. R. Deepak
Nehru Institute Of Technology,
Jawahar Gardens,
Kalyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear R.Deepak,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2023. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.



40, RAJA COLONY,
4th CROSS COLLECTOR'S OFFICE ROAD,
TRICHY - 620001.
www.vdart.com_tnd@vdartinc.com

02-Feb-2023

CONDITIONAL OFFER LETTER

Dear Dharmadurai.C,

With reference to the interview, you had with our Team earlier at **VDart Software Services Pvt. Ltd.** We are pleased to offer you the position of Technical Analyst for our Client subject to the following terms and conditions. You will be deployed in our client location after the successful completion of training and clearing all the tests/interviews as per the Client's requirement.

- a. Your designation will be Technical Analyst -L1 (Desktop Support/ Network Analyst)
- b. Your place of work will be Noida/Chennai/Bangalore on need based.
- c. You agree to undergo 5 to 6 weeks of training (virtual)
- d. You must take an online Versant English Test (VET)* and score min. of 58 marks or obtain a grade of B2 and above.
- e. On successful completion of training and technical interviews, you will be offered a job based on the client requirement and market conditions, in VDart and deployed at our client location.
- f. You will be entitled to an all-inclusive compensation (Cost to Company) of Rs. 2,25,360/- (Rupees Two Lakh Twenty-Five Thousand Three Hundred and Sixty Only) per annum. exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- g. You agree to work in the client location and as per the employment terms and conditions without fail.

An offer letter will be issued to you once you are selected by the Client.

You are requested to sign and share the original copy of this letter as a token of your acceptance of the above offer.

Sincerely

For **VDart Software Service Pvt. Ltd.**

I agree to accept the conditional offer and agree to undergo the training on the above-mentioned terms and conditions from **02-Feb-2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature:

Date: 06-02-2023

Terms & Conditions:

- #1: In the event, that you fail to join VDart or its client as per the agreed joining date, VDart has the right to take appropriate legal action against you and recover any penalties imposed.
- #2: VDart does not charge any fee for training, and it is mandatory for the candidate to complete the required training program.
- #3: Candidates should take the online assessment conducted by an external agency as prescribed by the Client and the candidate should fulfill their requirements and conditions to take the online test.
- #4: VDart or its employees does not charge the candidate for employing them in VDart or for deploying them at client locations.
- #5: This offer is void; in case you are unable to complete the training or fulfill the client's requirements.



Jet Aerospace

Aviation Research Center



Accredited by Aeronautical Sector Skill Council (ASSC) | IATA ISO 9001:2015 UASL Certified Organization |
Training Provider & Partner - Center for Aerospace Research Council | Ministry of MSME Aerospace R&D Center | NSIC |
In-house R&D Unit - Aeronautical Sector Skill Council (ASSC) | Government of Kerala Aerospace Trade Organization

Ref JAARC/04/HR/2023-2024/ 037

Date: 20/02/2023

Dear Mr. Gobi Shankar P,

Greetings from Jet Aerospace Aviation Research Center. Welcome aboard for a great career in the Aerospace industry with Jet Aerospace Aviation Research Center. You have been selected by the administration of Jet Aerospace Aviation Research Center for the post of "Junior Research Intern" for a duration of 2 months (60 Working Days) from 24 February 2023 (Friday). The official offer letter with the details of training will be handed over to you on your date of joining. We have openings at Drone Technology Park - IIT Delhi, PSG Drone Research Lab - Coimbatore and Palakkad Branch. Your initial place of posting will be in Palakkad branch under the guidance of Ms. Krithiga RS - Director (Operations), Jet Aerospace.

Terms & Conditions:

- 1) Your place of training will be initially at Palakkad. However during this duration you may be posted or transferred / attached to any other units / offices of Jet Aerospace. at the sole discretion of the Management. You shall report to the Admin Director/ HR of the Company or any authorized person nominated by the Company from time to time, who in turn will assign your duties and responsibilities of the Company.
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- 4) Your roles and responsibilities is to be part of Research & Skill Development Programs
- 5) In case if interns are found disobedient and working against the management of the organization they will be immediately terminated.

Best Regards

Ms. RS. Krithiga
Director (Operations) - Jet Aerospace



+91-8883276477
+91-9809112370

Near KTC, Kollikode Industrial Area

www.jetaero.in

Jet Aerospace Aviation Research Center



Jet Aerospace Aviation Research Center



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OFFER LETTER

06/10/2023
Chennai

Dear Mr.T.Hariharan
Ref: 33AAGCG1625A12G

Congratulations! We are thrilled to inform that you have been selected for the position of a **UAV ENGINEER** at Garuda Aerospace.

Your salary for a month has been fixed as 15,000 INR as per the company standards for the designation and skill set. Incentives for excellence in performance will be provided and your growth in our company is guaranteed.

Attached are the specific terms and conditions of our offer — please read it carefully as important details are included.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e., 07/06/ 2021. Please contact us immediately if you require an alternative joining date. If not accepted within 48hours, we will be unable to set an alternative date and it will be construed that you are not interested in this employment and this offer will be withdrawn.

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- (i) The original and 1 photocopy of this letter duly signed and dated by you
- (ii) 3 passport sized color photos with a white background,
- (iii) The originals and 2 sets of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. (Photocopies should include both front and back sides of certificates) • Offer Letter and Relieving letter or resignation acceptance letter from your most recent employer. Include the employee number.
- Last 6 months Pay Slip photocopies.
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6. You or the Company may terminate your service at any time by giving 60 days' notice or basic salary in lieu thereof.
7. You will retire from the services of the Company on attaining the age of superannuation [58 years].
8. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files, and books, etc. (including but not limited to leased properties).

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Ph: 98422 7111 | Mob: 91 95550 10751

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12. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
13. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
14. Information about Garuda Aerospace and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
15. All employees are required to read and comply with Garuda's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
16. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
17. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is 1 year and may be extended at your manager's discretion. At any time during this period, either you or the Company may terminate your service by giving 30 days' notice or basic salary in lieu thereof.
18. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
 K B Dhasan Road, Alwarpet, Chennai: 600 018.
 Tel: 044-2433 3414 | Mob: +91 95860 10754
 E-mail: info@garudaerospace.com

Southern Chapter of:



INSTITUTE OF FOOD SAFETY AND FOOD INSPECTION
 MANAGEMENT COUNCIL (IFSFI)
info@ifsfi.org
www.ifsfi.org



Rotary Wine Society of India



PROFESSIONAL WINE SOCIETY OF INDIA
office@pwsil.org
www.pwsil.org



Garuda Aerospace (P) Ltd

ISO 9001:2015 Certified & AS9100:2016 (Rev D) Compliance Company | CIN: U 74900 TN 2015 PTC 102474 | GSTIN: 33AAGCG1621A1ZG

Garuda Aerospace are in the field of making revolutionary actions related to Education, Technology and More. At Garuda, we are changing the world every day and we will be delighted to have you as part of our team.

Sincerely,

Shyam Kumar
Chief Operational Officer
Garuda Aerospace

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted employment with Garuda Aerospace under the terms and conditions stated above.

Signature:

Name:

T. Harriharan

Date:

7/10/2023

Date of Joining (if requesting an alternative date):

10/10/2023

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.

Tel: 044-2433 3414 | Mob: +91 95660 10754

Southern Chapter of:



Institute of Infrastructure Planning &
Management Council (IIPM)
www.iipm-council.org



Rotary Wing Society of India
www.rwsindia.org



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: North Lakes Technical College
Date: 12/11/2011

Dear Martin,

Congratulations!

In relation to the interview you had with us we are pleased to inform you that you have been offered an "Associate" role. Your employment with us will be established by a written contract of employment which would be conducted online remotely or at our nearest facility (No. 66 Cool Road, Gateway office Parks A-1 Block, Ground Floor, Warrington, Cheshire WA5 1JA). The offer letter will be shared with your employer as well as the success of completion of your further interviews.

We at Sutherland are delighted to have you with us and we look forward to launching your new career with us. The compensation package offered to freshers is up to £50,000 per annum (plus benefits) based on the level of the individual's skills and previous other relevant experience. Your association with the organization either contractual or non-contractual will be based on our business requirements at the time of joining.

You will be required to provide the following documents during the hiring onboarding process:

- A copy of your passport
- A copy of your CV and previous certificates - whichever is completed
- A copy of your identification - the address proof
- A copy of your bank statement to open a bank account
- A copy of your driving license, a valid passport, Driving License, Passport, P-11 Card and other ID's as requested
- A copy of your Certificate of Employment (if you are already employed)
- A copy of your previous employment records or training records (if any)

Sincerely,
Sutherland



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Nehru Institute of Technology

Date : 2-Nov-2023

Dear Muhammed Vasib.P ,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063



AVATAR AVIATION

113, 5th Cross, Meenaestate, Coimbatore-641028
9894684482, 9976808125
E-mail: avatar_aviation@rocketmail.com

Date: 10-January-2023

To

K.Prakash,
Nehru Institute of Technology,
Coimbatore

Subject: Offer letter for Project Trainee-Reg.

Dear,

This is with reference to the interview conducted on 08, January, 2023 at your campus. We have selected you for the position of "Project trainee" for our company. You have to join us on or before 27th January 2023. A detailed Appointment order along with the terms and conditions of appointment will be issued to them upon joining the company. Your salary will be Rs. 15,000/- per month.

We congratulate you and looking forward to years of success and fruitful cooperation.

Yours sincerely

For AVATAR AVIATION



Authorized signatory



AVATAR AVIATION

113, 5th Cross, Meenaestate, Coimbatore-641028.

9894684482, 9976808125

E-mail: avatar_aviation@rocketmail.com

Date: 10-January-2023

To

Rahul.S

Nehru Institute of Technology,

Coimbatore

Subject: Offer letter for Project Trainee-Reg.

Dear,

This is with reference to the interview conducted on 08, January, 2023 at your campus, we have selected you for the position of "Project trainee" for our company. You have to join us on or before 27th January 2023. A detailed Appointment order along with the terms and conditions of appointment will be issued to them upon joining the company. Your salary will be Rs.15,000/- per month.

We congratulate you and looking forward to years of success and fruitful cooperation.

Yours sincerely

For AVATAR AVIATION



Authorized signatory

RndOptimizAR

To,

Ms. Salupraveena
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear Salupraveena,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd. We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2023. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.



40, RAJA COLONY,
4th CROSS COLLECTOR'S OFFICE ROAD,
TRICHY - 620001.
www.vdart.com, tnd@vdartinc.com

02-Feb-2023

CONDITIONAL OFFER LETTER

Dear M.Saravanan,

With reference to the interview, you had with our Team earlier at VDart Software Services Pvt. Ltd. We are pleased to offer you the position of Technical Analyst for our Client subject to the following terms and conditions. You will be deployed in our client location after the successful completion of training and clearing all the tests/interviews as per the Client's requirement.

- a. Your designation will be **Technical Analyst -L1 (Desktop Support/ Network Analyst)**
- b. Your place of work will be Noida/Chennai/Bangalore on need based.
- c. You agree to undergo **5 to 6 weeks of training (virtual)**
- d. You must take an online **Versant English Test (VET)*** and score min. of 58 marks or obtain a grade of B2 and above.
- e. On successful completion of training and technical interviews, you will be offered a job based on the client requirement and market conditions, in VDart and deployed at our client location.
- f. You will be entitled to an all-inclusive compensation (Cost to Company) of Rs. **2,25,360/- (Rupees Two Lakh Twenty-Five Thousand Three Hundred and Sixty Only)** per annum. exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- g. You agree to work in the client location and as per the employment terms and conditions without fail.

An offer letter will be issued to you once you are selected by the Client.

You are requested to sign and share the original copy of this letter as a token of your acceptance of the above offer.

Sincerely

For VDart Software Service Pvt. Ltd.

I agree to accept the conditional offer and agree to undergo the training on the above-mentioned terms and conditions from 02-Feb-2023 or any other date which may be decided as per mutual discussions.

Candidate's Signature: M. Saravanan

Date: 04/02/23

Terms & Conditions:

- #1: In the event, that you fail to join VDart or its client as per the agreed joining date, VDart has the right to take appropriate legal action against you and recover any penalties imposed.
- #2: VDart does not charge any fee for training, and it is mandatory for the candidate to complete the required training program.
- #3: Candidates should take the online assessment conducted by an external agency as prescribed by the Client and the candidate should fulfill their requirements and conditions to take the online test.
- #4: VDart or its employees does not charge the candidate for employing them in VDart or for deploying them at client locations.
- #5: ~~This offer is void in case you are unable to complete the training or fulfill the client's requirements~~



PROVISIONAL OFFER LETTER

College Name: Nehru Institute of Technology
Date : 2-Nov-2023

Dear K.Sivankutti,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

**Yours sincerely,
Talent Acquisition
Sutherland**

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Nehru Institute of Technology
Date : 2-Nov-2023

Dear Vaishnavi. T,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

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- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

**Yours sincerely,
Talent Acquisition
Sutherland**

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063

RndOptimizAR

To,

Mr. G. Vishal
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear G. Vishal

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd. We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2023. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.

RndOptimizAR

To,

Mr.Eniyavan.N,
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear Eniyavan.N ,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2022. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

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Leave & Notice Period.

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General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.

RndOptimizAR

To,

Mr. Soorej. V,
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear . Soorej. V,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2022. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

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General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.

RndOptimizAR

To,

Mr. Guru Prasad.K
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear Guru Prasad.K,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2022. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.



Jet Aerospace

Aviation Research Center



Aeronautical Sector Skill Council
Affiliated R&D Organization



International Accreditation
Institution

Accredited by Aeronautical Sector Skill Council (ASSC) | IAI & ISO 9001 2015 UASL Certified Organization |
Training Provider & Partner - Center for Aerospace Research Council | Ministry of MSME Aerospace R&D Center | NSIC |
In-house R&D Unit - Aeronautical Sector Skill Council (ASSC) | Government of Kerala Aerospace Trade Organization

Ref: JAARC/04/HR/2023-2024/ 036

Date: 20/02/2023

Dear Ms. Vaishnavi T,

Greetings from Jet Aerospace Aviation Research Center. Welcome aboard for a great career in the Aerospace industry with Jet Aerospace Aviation Research Center. You have been selected by the administration of Jet Aerospace Aviation Research Center for the post of "Junior Research Intern" for a duration of 2 months (60 Working Days) from 24 February 2023 (Friday). The official offer letter with the details of training will be handed over to you on your date of joining. We have openings at Drone Technology Park - IIT Delhi, PSG Drone Research Lab - Coimbatore and Palakkad Branch. Your initial place of posting will be in Palakkad branch under the guidance of Ms. Krithiga RS - Director (Operations), Jet Aerospace.

Terms & Conditions:

- 1) Your place of training will be initially at Palakkad. However during this duration you may be posted or transferred / attached to any other units / offices of Jet Aerospace at the sole discretion of the Management. You shall report to the Admin Director/ HR of the Company or any authorized person nominated by the Company from time to time, who in turn will assign your duties and responsibilities of the Company.
- 2) You will be considered as Student Campus Ambassador until your Under Graduate course completion.
- 3) The first month (30 working days) from date of Joining will be considered as Basic Training Period and the second month (30 working days) will be considered as Probation period. The required training will be provided in that duration. The allotment of stipend will be after the basic training period and based on your performance in the probation period.
- 4) Your roles and responsibilities is to be part of Research & Skill Development Programs.
- 5) In case if interns are found disobedient and working against the management of the organization they will be immediately terminated.

Best Regards

Ms. RS. Krithiga
Director (Operations) - Jet Aerospace



+91-8883276477
+91-9809812378



Nera KTC, Kanjikode Industrial Area
Palakkad-678 623, Kerala, India.



www.jetaero.in
info.jet aerospace@gmail.com



40, RAJA COLONY,
4th CROSS COLLECTOR'S OFFICE ROAD,
TRICHY - 620001.
www.vdart.com, tnd@vdartinc.com

CONDITIONAL OFFER LETTER

02-Feb-2023

Dear Abishek.A.

With reference to the interview, you had with our Team earlier at **VDart Software Services Pvt. Ltd.** We are pleased to offer you the position of Technical Analyst for our Client subject to the following terms and conditions. You will be deployed in our client location after the successful completion of training and clearing all the tests/interviews as per the Client's requirement.

- a. Your designation will be **Technical Analyst -L1 (Desktop Support/ Network Analyst)**
- b. Your place of work will be Noida/Chennai/Bangalore on need based.
- c. You agree to undergo **5 to 6 weeks of training (virtual)**
- d. You must take an online **Versant English Test (VET)*** and score min. of **58 marks** or obtain a grade of **B2** and above.
- e. On successful completion of training and technical interviews, you will be offered a job based on the client requirement and market conditions, in VDart and deployed at our client location.
- f. You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs. 2,25,360/- (Rupees Two Lakh Twenty-Five Thousand Three Hundred and Sixty Only)** per annum. exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- g. You agree to work in the client location and as per the employment terms and conditions without fail.

An offer letter will be issued to you once you are selected by the Client.

You are requested to sign and share the original copy of this letter as a token of your acceptance of the above offer.

Sincerely

For VDart Software Service Pvt. Ltd.

I agree to accept the conditional offer and agree to undergo the training on the above-mentioned terms and conditions from **02-Feb-2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature:

Date: 07-02-2023

Terms & Conditions:

- #1: In the event, that you fail to join VDart or its client as per the agreed joining date, VDart has the right to take appropriate legal action against you and recover any penalties imposed.
- #2: VDart does not charge any fee for training, and it is mandatory for the candidate to complete the required training program.
- #3: Candidates should take the online assessment conducted by an external agency as prescribed by the Client and the candidate should fulfill their requirements and conditions to take the online test.
- #4: VDart or its employees does not charge the candidate for employing them in VDart or for deploying them at client locations.
- #5: This offer is void; in case you are unable to complete the training or fulfill the client's requirements.

40, RAJA COLONY, 4th CROSS COLLECTOR'S OFFICE ROAD, TRICHY - 620001, PH = 0431 4241441



Garuda Aerospace (P) Ltd

ISO 9001:2015 Certified & AS9100:2016 (Rev D) Compliance Company | CIN: U 74900 TN 2015 PTC 102474 | GSTIN: 33AAGCG1621A1ZG

OFFER LETTER

06/10/2023
Chennai

Dear Ms.A.Anusriya
Ref: 33AAGCG1626A12G

Congratulations! We are thrilled to inform that you have been selected for the position of a **UAV ENGINEER** at Garuda Aerospace. Your salary for a month has been fixed as 15,000 INR as per the company standards for the designation and skill set. Incentives for excellence in performance will be provided and your growth in our company is guaranteed. Attached are the specific terms and conditions of our offer — please read it carefully as important details are included.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e., 07/06/ 2021. Please contact us immediately if you require an alternative joining date. If not accepted within 48hours, we will be unable to set an alternative date and it will be construed that you are not interested in this employment and this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to;

- Respond via email to hr@garudaaerospace.com to communicate acceptance of the offer and to confirm your joining date. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.
- Any change in joining date must be sent to hr@garudaaerospace.com at least 2 days before your original joining date. The new joining date must be a Monday, Wednesday, or Thursday and should no longer be more than 5 days from the joining date specified above.
- Report to Garuda Aerospace Ops Centre at Agni College of Technology, Old Mahabalipuram Road, Thalambur, Chennai, Tamil Nadu 600 130 on the joining date at 09:30 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule .

Contact Us:

Address: Agni Business Center, 24/46, 3rd Floor,
K B Dhasan Road, Alwarpet, Chennai- 600 018.
Tel: 044-2433 3414 | Mob: +91 95660 10754
E-mail: info@garudaaerospace.com

Southern Chapter of:



Defence Infrastructure Planning &
Management Council (DIPMC)
info@dipmcouncil.org
www.dipmcouncil.org



Rotary Wing Society of India
office@rws.org
www.rws.org



Garuda Aerospace (P) Ltd

ISO 9001:2015 Certified & AS9100:2016 (Rev D) Compliance Company | CIN: U 74900 TN 2015 PTC 102474 | GSTIN: 33AAGCG1621A1ZG

On your joining date, please bring

- (i) The original and 1 photocopy of this letter duly signed and dated by you
- (ii) 3 passport sized color photos with a white background,
- (iii) The originals and 2 sets of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. (Photocopies should include both front and back sides of certificates) • Offer Letter and Relieving letter or resignation acceptance letter from your most recent employer. Include the employee number.
- Last 6 months Pay Slip photocopies.
- Proof of identity. Bring one of the following documents: passport, driving license, voter's identification card, PAN card, or credit card with photograph.
- * Please note that all of the above documents are mandatory, and you will not be allowed to join without them.

Please contact us via hr@garudaerospace.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

1. Your initial posting will be in Garuda Aerospace, Chennai. However, your services are transferable and you may be assigned to any office of Agni Groups only on your acceptance. In such a case, you will be governed by the policies of that location.
2. Your appointment is contingent upon satisfactory reference & background checks, which may be conducted at any time from the date of this offer to 90 days from your joining date, and which includes verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete for obligations or other restrictive clauses with any previous employer).
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
4. You may be required to travel on Company work and you will be reimbursed expenses as per company policy.
5. If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
6. You or the Company may terminate your service at any time by giving 60 days' notice or basic salary in lieu thereof.
7. You will retire from the services of the Company on attaining the age of superannuation [58 years].
8. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files, and books, etc. (including but not limited to leased properties).

act Us:

ss: Agni Business Center, 24/46, 3rd Floor,
asan Road, Alwarpet, Chennai- 600 018.

Southern Chapter of:



Defence Infrastructure Planning &
Management Council (INDIA)



Rotary Wing Society of India
office@rwsil.org
www.rwsil.org



www.dipmccouncil.org

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: North Institute of Technology

Date: 12/05/2023

Dear Sir/Madam,

Congratulations!!

In reference to the interview you had with us we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online remotely or at our head office facility (No. 16, 65th Road, Gateway office Park A-1 Block, Ground Floor, Perambalur, Chennai 601301). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career at Sutherland. The compensation package offered to Freshers is up to 2.50 LPA. The package is fixed based on the Class, the individual's skills set, and various other factors. Treatment of your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

The following documents are required during the hiring/onboarding process:

- Pan Card (if available)
- 10th & 12th at 4.00 PM (Marksheet certificates - whichever is completed)
- 10th & 12th marksheet (for address proof)
- 10th & 12th (for salary slip for a bank account)
- 10th & 12th (for salary slip) & a valid Ration card, Driving license, Passport, PAN Card and other ID for address proof.
- 10th & 12th (for salary slip) & a valid ID (to be used to work night shift).
- 10th & 12th (for salary slip) & a valid ID (to be used to work night shift).

Sincerely,
Sutherland

HR/12345

For more information, please contact us at 044-26123456 or visit our website at www.sutherland.com.
Sutherland, Chennai, Tamil Nadu, India.



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Nehru Institute of Technology
Date : 2-Nov-2023

Dear Muhammed Vasib.P ,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai. Tamil Nadu, PIN 600063



AVATAR AVIATION

113, 5th Cross, Meenaestate, Coimbatore-641028

9894684482,9976808125

E-mail:avatar_aviation@rocketmail.com

Date:10-January-2023

To

K.Prakash,

Nehru Institute of Technology,

Coimbatore

Subject: Offer letter for Project Trainee-Reg.

Dear,

This is with reference to the interview conducted on 08, January,2023 at your campus, we have selected you for the position of "Project trainee" for our company. You have to join us on or before 27th January 2023. A detailed Appointment order along with the terms and conditions of appointment will be issued to them upon joining the company. Your salary will be Rs. 15,000/- per month.

We congratulate you and looking forward to years of success and fruitful cooperation.

Yours sincerely

For AVATAR AVIATION



Authorized signatory



AVATAR AVIATION

113, 5th Cross, Meenaestate, Coimbatore-641028.

9894684482,9976808125

E-mail:avatar_aviation@rocketmail.com

Date:10-January-2023

To

Rahul.S

Nehru Institute of Technology,

Coimbatore

Subject: Offer letter for Project Trainee-Reg.

Dear,

This is with reference to the interview conducted on 08, January,2023 at your campus, we have selected you for the position of "Project trainee" for our company. You have to join us on or before 27thJ January 2023. A detailed Appointment order along with the terms and conditions of appointment will be issued to them upon joining the company. Your salary will be Rs.15,000/- per month.

We congratulate you and looking forward to years of success and fruitful cooperation.

Yours sincerely

For AVATAR AVIATION



Authorized signatory

RndOptimizAR

To

Ms. Salupraveena
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear Salupraveena,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd. We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2023. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.



40, RAJA COLONY,
4th CROSS COLLECTOR'S OFFICE ROAD,
TRICHY - 620001.
www.vdart.com, tnd@vdartinc.com

02-Feb-2023

CONDITIONAL OFFER LETTER

Dear M.Saravanan,

With reference to the interview, you had with our Team earlier at VDart Software Services Pvt. Ltd. We are pleased to offer you the position of Technical Analyst for our Client subject to the following terms and conditions. You will be deployed in our client location after the successful completion of training and clearing all the tests/interviews as per the Client's requirement.

- a. Your designation will be **Technical Analyst -L1 (Desktop Support/ Network Analyst)**
- b. Your place of work will be Noida/Chennai/Bangalore on need based.
- c. You agree to undergo **5 to 6 weeks of training (virtual)**
- d. You must take an online **Versant English Test (VET)*** and score min. of **58 marks** or obtain a grade of **B2** and above.
- e. On successful completion of training and technical interviews, you will be offered a job based on the client requirement and market conditions, in VDart and deployed at our client location.
- f. You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs. 2,25,360/- (Rupees Two Lakh Twenty-Five Thousand Three Hundred and Sixty Only)** per annum. exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- g. You agree to work in the client location and as per the employment terms and conditions without fail.

An offer letter will be issued to you once you are selected by the Client.

You are requested to sign and share the original copy of this letter as a token of your acceptance of the above offer.

Sincerely

For VDart Software Service Pvt. Ltd.

I agree to accept the conditional offer and agree to undergo the training on the above-mentioned terms and conditions from 02-Feb-2023 or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____

Date: 04/02/22

Terms & Conditions:

- #1: In the event, that you fail to join VDart or its client as per the agreed joining date, VDart has the right to take appropriate legal action against you and recover any penalties imposed.
- #2: VDart does not charge any fee for training, and it is mandatory for the candidate to complete the required training program.
- #3: Candidates should take the online assessment conducted by an external agency as prescribed by the Client and the candidate should fulfill their requirements and conditions to take the online test.
- #4: VDart or its employees does not charge the candidate for employing them in VDart or for deploying them at client locations.
- #5: ~~This offer is void in case you are unable to complete the training or fulfill the client's requirements~~



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Nehru Institute of Technology

Date : 2-Nov-2023

Dear K.Sivankutti,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

**Yours sincerely,
Talent Acquisition
Sutherland**

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Nehru Institute of Technology
Date : 2-Nov-2023

Dear Vaishnavi. T,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063

RndOptimizAR

To,

Mr.G.Vishal
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear G.Vishal

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2023. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

Your working hours will be as per the current company policy. The company observes a 6 days' work week.

Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.

RndOptimizAR

To,

Mr.Eniyavan.N,
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear Eniyavan.N ,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

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General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.

RndOptimizAR

To,

Mr. Soorej. V,
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear . Soorej. V,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

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General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.

RndOptimizAR

To,

Mr. Guru Prasad.K
Nehru Institute Of Technology,
Jawahar Gardens,
Kaliyapuram, Thirumalayampalayam,
Coimbatore,
Tamil Nadu 641105

Subject: Letter of Appointment

Dear Guru Prasad.K,

This has reference to your application and subsequent interviews you have had with RND Optimizar Pvt. Ltd We are pleased to appoint you as Member PED in its Administrative function based at Coimbatore. Your employment will be governed by the following terms and conditions:

Monthly Remuneration

You will be paid a monthly gross salary of Rs. 15000 (Rupees Fifteen thousand only) per month during the first 1 months and subsequently as language based variable pay basis the utterances processed/month.

Date of Appointment, Probation Period & Working Hours

Your date of appointment as per company records is 07/07/2022. You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

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Leave & Notice Period.

You will be governed by the current Leave Policy of the company for permanent employees. While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period.

Confidential Information.

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General.

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RND Optimizar Pvt. Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RND Optimizar Pvt. Ltd.



Jet Aerospace

Aviation Research Center



Accredited by Aeronautical Sector Skill Council (ASSC) | IAI & ISO 9001 2015 UASL Certified Organization |
Training Provider & Partner - Center for Aerospace Research Council | Ministry of MSME Aerospace R&D Center | NSIC |
In-house R&D Unit - Aeronautical Sector Skill Council (ASSC) | Government of Kerala Aerospace Trade Organization

Ref: JAARC/04/HR/2023-2024/ 036

Date: 20/02/2023

Dear Ms. Vaishnavi T,

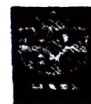
Greetings from Jet Aerospace Aviation Research Center. Welcome aboard for a great career in the Aerospace industry with Jet Aerospace Aviation Research Center. You have been selected by the administration of Jet Aerospace Aviation Research Center for the post of "Junior Research Intern" for a duration of 2 months (60 Working Days) from 24 February 2023 (Friday). The official offer letter with the details of training will be handed over to you on your date of joining. We have openings at Drone Technology Park - IIT Delhi, PSG Drone Research Lab - Coimbatore and Palakkad Branch. Your initial place of posting will be in Palakkad branch under the guidance of Ms. Krithiga RS - Director (Operations), Jet Aerospace.

Terms & Conditions:

- 1) Your place of training will be initially at Palakkad. However during this duration you may be posted or transferred / attached to any other units / offices of Jet Aerospace at the sole discretion of the Management. You shall report to the Admin Director/ HR of the Company or any authorized person nominated by the Company from time to time, who in turn will assign your duties and responsibilities of the Company.
- 2) You will be considered as Student Campus Ambassador until your Under Graduate course completion.
- 3) The first month (30 working days) from date of Joining will be considered as Basic Training Period and the second month (30 working days) will be considered as Probation period. The required training will be provided in that duration. The allotment of stipend will be after the basic training period and based on your performance in the probation period.
- 4) Your roles and responsibilities is to be part of Research & Skill Development Programs.
- 5) In case if interns are found disobedient and working against the management of the organization they will be immediately terminated.

Best Regards

Ms. RS. Krithiga
Director (Operations) - Jet Aerospace



+91-8883276477
+91-9809812378



Nera KTC, Kanjikode Industrial Area
Palakkad-678 623, Kerala, India.



www.jetaero.in
info.jetaerospace@gmail.com



NEHRU INSTITUTE OF TECHNOLOGY

(Autonomous)

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
Accredited by NAAC with A+, Recognized by UGC with Section 2(f)
Kaliapuram, Coimbatore - 641105.



Placed Details (2019-2023)

Sr. No.	Name	Company	Reference Number	Salary Package
1.	Anitta C Babu	CRI Pumps	CRI/HRD/OFFER/2023/001	1,80,000
2.	Dominic Sepastin	CRI Pumps	CRI/HRD/OFFER/2023/002	1,80,000
3.	Jeswin Nijoe	ZyNerd	-	2,10,000
4.	Megananthan P	CRI Pumps	CRI/HRD/OFFER/2023/005	1,80,000
5.	Kapil Krithik K	CRI Pumps	CRI/HRD/OFFER/2023/003	1,80,000
6.	Kaviya S	Kovai Classic Industries	2024/AL/KCIPL/002	2,80,000
7.	Kumaraguru M	TerraTern & GETMYUN I (Relieved)	-	3,50,000
8.	Nivetha B	TANSAM	-	2,80,000
9.	Pradeep D	iEnergizer	REF/SBI/13072023!0.6	1,93,000
10.	Pradeep Singh Rathore	CRI Pumps	CRI/HRD/OFFER/2023/006	1,80,000
11.	Vennila S	CRI Pumps	CRI/HRD/OFFER/2023/007	1,80,000
12.	Syed Abu Tahir F	CRI Pumps	CRI/HRD/OFFER/2023/008	1,80,000
13.	Ahamed Ariff H	Paytm Services	OP/67	1,94,988
14.	Mohammed Ali Fayaz S	CHARGE INFRA	CI115	2,64,000
15.	Santhosh M	Paytm Services	OP/67	1,94,988



C.R.I. PUMPS

MAR 20, 2023

HUMAN RESOURCE DEPARTMENT

REF: CRI/HRD/OFFER/2023/001

SUB: OFFER OF EMPLOYMENT -REG.

We are happy to announce that we have selected Ms. Anitta C Babu from Nehru Institute of Technology, Kaliapuram, through Campus drive and discussion held on 14.02.2023. The student is requested to join on 24.02. 2023.

They have to submit the below listed documents as Photocopy , at the time of joining.

1. Updated Resume
2. Educational Certificates from X to UG
3. ID & Address proof (Aadhar Card , Driving License, Savings bank passbook, PAN card)
4. Passport size photo - 5 No's
5. Medical Fitness certificate

Salary and other benefits are as mentioned below:

You will be governed by the current rules, regulations and policies of the Company and also those-that might be introduced in future and your salary will be Rs.15,000/- pm take home.

You need to furnish original certificates at the time of joining in support of your educational qualifications, original for our verification.

We extend a warm welcome to join the C.R.I family and also wish you all the very best in your career with us.

Yours Faithfully,

For C.R.I. Pumps Private Limited

Human Resouce Deparment



C.R.I. PUMPS PRIVATE LIMITED

Corporate Office

7/46-1, Keeranatham Road, Saravanampatti, Colmatore - 641035. INDIA. CIN - U29120TZ1996PTC006902

GST : 33AAACC9497N1Z1, Phone : +91-422-7117000, 4597000, Fax : +91-422-7117005

E-Mail : corporateoffice@cripumps.com, Website : www.crigroups.com

HUMAN RESOURCE DEPARTMENT

REF: CRI/HRD/OFFER/2023/002

APPOINTMENT ORDER

SUB: OFFER OF EMPLOYMENT -REG.

We are happy to announce that we have selected Mr. Dominic Sepastin A from Nehru Institute of Technology, Kaliapuram, through Campus drive and discussion held on 14.02.2023. The student is requested to join on 24.02. 2023.

They have to submit the below listed documents as Photocopy , at the time of joining.

1. Updated Resume
2. Educational Certificates from X to UG
3. ID & Address proof (Aadhar Card , Driving License, Savings bank passbook, PAN card)
4. Passport size photo - 5 No's
5. Medical Fitness certificate

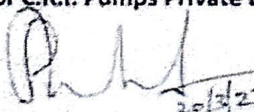
Salary and other benefits are as mentioned below:

You will be governed by the current rules, regulations and policies of the Company and also those that might be introduced in future and your salary will be Rs.15,000/- pm take home.

You need to furnish original certificates at the time of joining in support of your educational qualifications, original for our verification.

We extend a warm welcome to join the C.R.I family and also wish you all the very best in your career with us.

Yours Faithfully,
For C.R.I. Pumps Private Limited


20/3/23
Human Resource Department



C.R.I. PUMPS PRIVATE LIMITED

Corporate Office

7/46-1, Keeranatham Road, Saravanampatti, Coimbatore - 641035, INDIA. CIN - U29120TZ1996PTC006902

GST : 33AAACC9497N1Z1, Phone : +91-422-7117000, 4597000, Fax : +91-422-7117005

E-Mail : corporateoffice@cripumps.com, Website : www.crigroups.com

AL No: ZY001000048

APPOINTMENT LETTER

Dear Jeswin NijoeA J,

Following our recent discussions and your successful interview, we are pleased to offer you the position of Tele caller consultant at ZyNerd Solutions.

We believe that your skills and experience will be a valuable asset to our team. This letter outlines the terms and conditions of your employment.

Position and Duties You will be designated as Tele caller consultant in the tele calling department. Your primary responsibilities will include, but are not limited to, the duties outlined in the Job Description provided to you. The Company reserves the right to modify your duties and responsibilities as deemed necessary for business operations.

You will be on a probation period for six months from your date of joining. Upon successful completion of the probation period, your employment will be confirmed in writing. The Company reserves the right to extend the probation period if your performance is not found to be satisfactory.

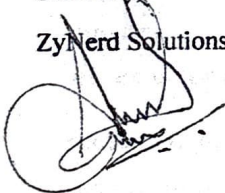
Your standard working days will be from Monday to Saturday. The office timings are from 9:30 AM to 6:30 PM, with a lunch break of one hour. You may be required to work additional hours to meet business exigencies.

We are excited about the prospect of you joining our team and look forward to a mutually beneficial association.

Welcome aboard!

Sincerely,

ZyNerd Solutions



HUMAN RESOURCE DEPARTMENT

REF: CRI/HRD/OFFER/2023/005

APPOINTMENT ORDER

SUB: OFFER OF EMPLOYMENT -REG.

We are happy to announce that we have selected Mr. Meganathan P from Ne hru Institute of Technology, Kaliapuram, through Campus drive and discussion held on 14.02.2023. The student is requested to join on 24.02. 2023.

They have to submit the below listed documents as Photocopy , at the time of joining.

1. Updated Resume
2. Educational Certificates from X to UG
3. ID & Address proof (Aadhar Card , Driving License, Savings bank passbook, PAN card)
4. Passport size photo - 5 No's
5. Medical Fitness certificate

Salary and other benefits are as mentioned below:

You will be governed by the current rules, regulations and policies of the Company and also those that might be introduced in future and your salary will be Rs.15,000/- pm take home.

You need to furnish original certificates at the time of joining in support of your educational qualifications, original for our verification.

We extend a warm welcome to join the C.R.I family and also wish you all the very best in your career with us.

Yours Faithfully,
For C.R.I. Pumps Private Limited


20/2/23

Human Resouce Department



C.R.I. PUMPS PRIVATE LIMITED

Corporate Office

7/46-1, Keeranatham Road, Saravanampatti, Coimbatore - 641035. INDIA. CIN - U29120TZ1996PTC006902

GST : 33AAACC9497N1Z1, Phone : +91-422-7117000, 4597000, Fax : +91-422-7117005

E-Mail : corporateoffice@cripumps.com, Website : www.crigroups.com



C.R.I. PUMPS

MAR 20, 2023

HUMAN RESOURCE DEPARTMENT

REF: CRI/HRD/OFFER/2023/003

APPOINTMENT ORDER

SUB: OFFER OF EMPLOYMENT -REG.

We are happy to announce that we have selected Mr. Kapil Karthik T from Nehru Institute of Technology, Kaliapuram, through Campus drive and discussion held on 14.02.2023. The student is requested to join on 24.02. 2023.

They have to submit the below listed documents as Photocopy , at the time of joining.

1. Updated Resume
2. Educational Certificates from X to UG
3. ID & Address proof (Aadhar Card , Driving License, Savings bank passbook, PAN card)
4. Passport size photo - 5 No's
5. Medical Fitness certificate

Salary and other benefits are as mentioned below:

You will be governed by the current rules, regulations and policies of the Company and also those that might be introduced in future and your salary will be Rs.15,000/- pm take home.

You need to furnish original certificates at the time of joining in support of your educational qualifications, original for our verification.

We extend a warm welcome to join the C.R.I family and also wish you all the very best in your career with us.

Yours Faithfully,
For C.R.I. Pumps Private Limited

Human Resouce Deparment



C.R.I. PUMPS PRIVATE LIMITED

Corporate Office

7/46-1, Keeranatham Road, Saravanampatti, Coimbatore - 641035, INDIA. CIN - U29120TZ1996PTC006902

GST : 33AAACC9497N1Z1, Phone : +91-422-7117000, 4597000, Fax : +91-422-7117005

E-Mail : corporateoffice@cripumps.com, Website : www.crigroups.com

AN ISO 9001 COMPANY

Pumping trust. Worldwide.



Kovai Classic Industries Pvt Ltd

MFHS: KITCHEN EQUIPMENTS, FOOD PROCESSING MACHINES & ALL TYPES OF FENCING

GSTIN No: 33AAICK6916A1Z1

Appointment Letter

Reference No: 2024/AL/KCIPL/002

Date: 01-04-2024

To,

Ms. Kaviya S

2/10, R S Road

Thoppupalayam, Perundurai

Erode - 638 052

Dear Kaviya

We are pleased to appoint you in our organization as Executive - Sales with effect from 01-04-2024.

1. CTC: Your CTC details will be as per the Annexure A attached herewith.

2. Working Hours: Regular working hours of the company will be shift based, which includes 60 minutes for break. Monday - Saturday would be normal business days.

You are expected to report to work promptly at the scheduled time of each day/shift.

3. Job Assignment / Reporting:

In your assignment, you will be responsible for the duties based on your designation which is laid out in the job description (Annexure B). You will be directly reporting to the higher official nominated by the management.

4. Probation, Confirmation & Termination:

1) We hereby confirm that you are in service with us from 11.09.2023.

2) (a) Upon this confirmation, your services are liable to be terminated by the company after providing you one month's notice. You shall also be bound to provide the company with one month's notice prior to Resignation during which period you may have to actually work. The said period will not be adjustable against leave.

- Office: No.26, Narayanasamy Layout, Singanallur, Coimbatore - 641005
- Factory: SF no: 292, Gandhi Nagar, Ondipudur Road, Irugur Post, Coimbatore - 641103
- accounts@kovaiclassicindustries.com / sales@kovaiclassicindustries.com
- T: 0422 - 2317456 M: 9381936356 / 9944123259
- www.kciengineering.com



Sep 12,2024

Kumaraguru M
14/3/28, NRT Street, PCP cable opposite,
Palanichettipatti, Theni-625531.
mkumaraguru129@gmail.com

Employment Letter/ Agreement

Dear Kumaraguru M,

We have the pleasure of appointing you as **Business Development Associate** at **TERRATERN PRIVATE LIMITED**, effective **03/09/2024** on the following terms and conditions.

This Employment Agreement is effective from the date of your joining and sets forth the terms and conditions under which **TERRATERN PRIVATE LIMITED**. ("the Company"), employs you,

1. Placement & Compensation

You shall be placed in the appropriate band / responsibility level of the Company and shall be entitled to compensation (salary and other applicable benefits) after deducting applicable TDS as per IT Act as detailed in *Annexure "A"*. Compensation will be governed at our sole discretions and under the rules of the Company on the subject, as applicable and/or amended hereafter.

2. Salary revision

Your salary shall be reviewed on a yearly basis during the appraisal cycle, or at such other time at the sole discretion of the Management. Salary revisions are discretionary and shall be subject to, and based on, effective performance and results.

3. Probationary Period

After joining as an Business Development Associate, you shall serve the 3 months of the Probationary Period from the date of joining. Your position in the Company shall be confirmed upon the expiry of the Probationary period and completion of Management review. In case you do not meet the requirements of the Management review, the probationary period shall be further extended till such criteria are adequately met by your performance.

4. Posting & Transfer

Your initial posting shall be at the **Bangalore Office**. However, your services are liable to be transferred, at the sole discretion of company, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future which



you shall accept without any objections. In such a case, you shall be governed by the terms and conditions of the service applicable at the new placement location.

5. Full time employment

Your position is a whole-time employment with the Company, and you shall devote your full time exclusively to the business and interests of the company. You shall not take up any other work for remuneration/profit (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You shall not seek membership of any local or public bodies without first obtaining specific permission from the Company.

6. Confidentiality

You shall not, at any time, during the employment or after, without the consent of the Board of Directors disclose or divulge or make public, including legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

- 1) "Confidential Information" includes, without limitation trade secrets, Intellectual Property and all information disclosed to the recipient by the Company, whether or not pursuant to this Undertaking, and not generally known in the industry, concerning the Company's Intellectual Property, business, finances, methods, operations, marketing information, pricing and information relating to proposed expansion of the Company or the Company's business plans inclusive of without limitation, documents, agreements, sales, costs, pricing, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identifications of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to the Company or its affiliates.
- 2) Confidential Information also includes any information belonging to Clients or other third parties that is protected by any Non-Disclosure/ Confidentiality Agreement with the Company or has otherwise been handed over/ disclosed to the Company on a confidential basis.
- 3) Confidential Information does not however include any information that:
 - a. is distributed to third parties by the Company without restriction.
 - b. is or becomes publicly available, other than by unauthorized disclosure by you or other party bound by a nondisclosure agreement.
 - c. is received from a third party without any obligation of confidentiality.

7. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems/trademarks/trade secret, etc. in relation to the business/ operations of the Company, such developments should be fully communicated to the company on an immediate basis and shall be, and remain, the sole right/ property of the Company.

8. Responsibilities & Duties

Your work in the organization shall be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You shall consistently uphold the responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure favorable results.

9. Past Records

If any declaration given, or information furnished by you, to the company, proves to be false, or if you are found to have willfully suppressed any material information, in such cases, the Company shall have the liberty to terminate you without any notice or compensation. You shall co-operate and provide all supporting documents to the Company or its agents during the procedure of verification that is conducted by the Company or its agent.

10. Termination of employment

10.1 Termination during Probationary Period: During the probationary period and any extension thereof, your services may be terminated by the management by giving no notice, with/without reason on an immediate basis.

10.2 Termination by the Company: Upon confirmation, your services can be terminated by the company by giving One months' notice or salary in lieu of the same. In the event of the employee being dismissed for gross misconduct, the company can terminate the employment without any notice period. The Company shall have full liberty to terminate your services, In case, you are found guilty of dishonesty or serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties, or fail to perform any of your obligations hereunder, or fail to observe the Company's rules and any other regulations of the Company from time to time in force or act in any manner that brings company into disrepute affecting company's brand / business, or for any other cause deemed fit by the Company.

10.3 Termination by you: However, in the event you wish to terminate the employment during probation (15 Days) or after confirmation you shall mandatorily give a notice period (45 Days) discussed with the management team.

10.4 Notice of intimation of termination of services: Any notice required to be given in connection with your contract of employment shall be given in writing.

- 1) In case of a notice given by the Company, such notice shall be valid if it is delivered personally to you or sent by registered post to your last known place of residence.
- 2) In case of a notice given by you, such notice shall be valid if it is hand delivered or sent by registered post to the Company at its registered address.



10.5 Consequences of Termination of Services: Upon termination of services for any reason, or at any other time requested by the company, you shall promptly return all Company property to the Company. Company property per say shall include Company ID card, Visiting Card, Laptop, and other accessories given by the Company, all correspondence, specifications, sketch files, psd files, AI Files, formulae, books, documents, market data, cost data, drawings, affects, or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

11. Medical Fitness

This appointment is subject to your being, and remaining, medically fit at the time of joining and during the complete employment failure to which the Company reserves the right to terminate your employment.

12. Leave Policy

You shall be entitled to privilege, sick and casual leave as applicable to your category of employees in the Company upon confirmation of employment. All Employees are granted a total 10 Festival Leaves along with 18 Paid Leaves (1.5 being credited every month) per annum, paid leave which are exclusive of official holidays and consist of earned leaves, casual leaves, and sick leaves subject to any further changes at the sole discretion of the Company.

13. Hours of work

Monday to Saturday

Timing: 10 AM – 7 PM (Normal)

Which can be extended/changed based on the requirement at its sole discretion.

14. Terms of Employment

In addition to the conditions laid out in this Offer Letter, you shall also acknowledge, accept, and adhere to the Policies, regulations, and conditions defined in the Terms of Employment. The acceptance of this Offer Letter shall mean default acceptance of all the Company Policies, Terms of Employment, or any future changes made to the same.

Note:

- It is expected that individual compensation packages will not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
- Applicable tax would be borne by the employee.



Yours faithfully,
For **TERRATERN PRIVATE LIMITED**

A handwritten signature in black ink, appearing to read "Divyansh".

Divyansh Chaudhari
Founder & CEO

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Name: **Kumaraguru M**

Date: 12-09-2024

Signature:

A handwritten signature in black ink, appearing to read "Kumaraguru M".



GETMYUNI



IELTSMaterial.com

GetMyUni Education Services Pvt. Ltd.

A CollegeDekho company

Web: www.getmyuni.com

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made and entered into on this on 10th of July 2023 ("Execution Date") by and between:

GetMyUni Education Services Private Limited, a company incorporated under the laws of India with CIN Number U80900DL2015PTC280687 having its registered office at Flat No.-1002, Best Residency Plot No.-1, Sector-19-B, Dwarka, Delhi - 110075, India, also at Pride Hulkul, 901, 116, Lal Bagh Main Rd, Bengaluru, Karnataka - 560027, India (hereinafter referred to as "Company", which expression shall, unless repugnant to the subject, context or meaning thereof, be deemed to mean and include its successors and assigns), of the First Part;

AND

Mr. Kumara Guru, age 21 years, Son/Daughter/Spouse of Murugan A M an Indian citizen with PAN Card number IOGOK8292N and residing at 14/3/28 SUGADEV STREET PALANICHETTIPATTI THENI 625 14/3/28 SUGADEV STREET PALANICHETTIPATTI THENI 625 Theni Dist. : Theni TAMILNADU - 625531 hereinafter referred to as "Employee") of the Second Part.

The Company and the Employee are hereinafter individually referred to as a "Party" and collectively as "Parties" as the context may require.

WHEREAS:

A. The Company is *inter alia* engaged in the business of software development, software maintenance and operates a popular web portal named CollegeDekho.com

B. The Company desire to recruit a suitable candidate for the post of **Executive - Sales**

C. The Employee has represented that he has the requisite qualifications and competence for the post of **Executive - Sales**.

D. Relying on the representation of the Employee, the Company desires to offer employment to the Employee as **Executive - Sales** the terms and conditions mentioned in this Agreement

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. DEFINED TERMS AND INTERPRETATIONS

Bangalore Address: Pride Hulkul, 901, 116, Lal Bagh Main Rd, Bengaluru, Karnataka 560027

Registered Address: Flat No.-1002, Best Residency, Plot No.-1, Sector-19-B, Dwarka, New Delhi - 110075

**GETMYUNI**

GetMyUni Education Services Pvt. Ltd.

A CollegeDekho company

Web: www.getmyuni.com



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Annexure I - Compensation Break Up

Name	Kumara Guru		
Designation	Executive		
Entity	GetMyUni Education Services Private Limited		
SBU	GetMyUni - Sales- GIS		
Department	Sales		
Grade	E1		
Level	Executive		
Fixed	307,092		
Location	Bangalore		
Skill Type	Semi Skilled		
Fixed Pay Components		Annual	Monthly
Basic Salary	INR	173,640	INR 14,470
Statutory Bonus	INR	14,460	INR 1,205
Special Allowance	INR	86,640	INR 7,220
Gross Salary	INR	274,740	INR 22,895
Flexi Pay Components (Employee to Opt)			
Education Allowance	INR	2,400	INR 200
Total Flexi Pay Components	INR	2,400	INR 200
Long Term Benefits			
Gratuity	INR	8,352	INR 696
EPF	INR	21,600	INR 1,800
TOTAL CTC	INR	307,092	INR 25,591

- Subject to Tax Deduction at Source and deduction of all other government taxes as applicable
- You will be entitled of payment of Gratuity in accordance with the payment of Gratuity Act 1972
- Professional Tax will be deducted as per government norms.
- Exemption to HRA is subject to the submission of rent payment receipt
- You will be covered the Group Medical as per applicable company policies.

Upneet Grover
CEO and Co-Founder
GetMyUni
Kumara Guru
Executive - Sales



GETMYUNI

GetMyUni Education Services Pvt. Ltd.

A CollegeDekho company

Web: www.getmyuni.com



IELTSMaterial.com

14.8 Survival

The provisions of Clause 8 (Non-Competition and Non-Solicitation), Clause 9 (Confidentiality), Clause 11 (Obligations upon Termination), Clause 12 (Representations and Warranties), Clause 13 (Remedies) and Clause 14 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Company for any reason.

IN WITNESS WHEREOF, the undersigned Parties have executed this Agreement, on the date mentioned hereinabove.

For

SIGNATURE

By:

Name: Upneet Grover (CEO and Co-Founder)

Name: Kumara Guru

Address- 14/3/28 SUGADEV STREET PALANICHETTIPATTI THENI 625 14/3/28 SUGADEV STREET PALANICHETTIPATTI THENI 625 Theni Dist. : Theni TAMILNADU - 625531

I, Kumara Guru agree with all the above terms and conditions of employment with the Company. I also confirm that I have read, understood and agree to comply with the Code of Conduct and Data related Policies. I shall commence employment with effect from.

Signature:

Date: 10/07/2023



TS/0048

APPOINTMENT LETTER

Dear *Nivetha B.*,

I am pleased to inform you that you have been appointed as a Trainer at **TANSAM**. Your skills and potential will make a valuable contribution to our team, and we are excited to have you on board.

We will assess your performance and suitability for the role during probation. If you pass, you will be considered for full employment at **TANSAM**. Please refer to the policies for further details.

We are excited to have you join our team and are looking forward to your contributions and growth with us.

Sincerely,


Director

Tamil Nadu Smart and Advanced
Manufacturing Centre -
(TANSAM)

+91-98840 35145

TIDEL Park, Rajiv Gandhi IT Expy,
Tharamani, Chennai, Tamil Nadu
600113



Jul 13, 2023

Pradeep
House No-19/11,
North Street,
Dindigul (Tamil Nadu)-624201

REF/SBI/1307202310.6

Subject: Letter of Offer/Appointment

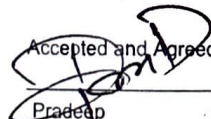
Dear Pradeep,

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

We are pleased to appoint you as **Executive Customer Service - Operations** w.e.f. **Jul 13, 2023** on the following terms and conditions:

1. You will be based at Hustle Hub Tech Park – H206, #36/5 Somasandrapalya, Haralukunte Village Adjacent, 27th Main Rd, Sector 2, HSR Layout, Bengaluru, Karnataka-560102, However, the company has absolute right to transfer without any additional benefits, your services to any other place, in India or abroad, where company has its interest. You will be required to work in any slot across 24 hrs. The company would determine these slots from time to time. If any slot is not acceptable to you, this offer/appointment will stand cancelled and withdrawn automatically without any further reference to you.
2. Your employment will be subject to mandatory six-month probation, on completion of which your services shall be deemed confirmed unless otherwise conveyed by the company. No written communication stating confirmation of your services shall be furnished. The notice period will be of one month or salary in lieu thereof, on either side. However, the company reserves the right, not to accept payment in lieu of notice and at its sole discretion enforce the notice period. However, the acceptance of the notice period of less than one month is at the sole discretion of the management.
3. Absence for a continuous period of seven days without prior approval of your supervisor (including overstay of leave / training) would be treated an abandonment of service and can lead to your service being terminated. Resigning from the services with or without notice period; prior to completing eighteen months of tenure/employment with the organization, in such an eventuality the company reserves right to recover from you all the expenses incurred in regard to any training and development, special education, up skilling or the job training provided to you in the course of your employment with the company Rs 25000, (Rupees Twenty Five Thousand only) in addition to notice pay.
4. Details of your compensation are enclosed in the Annexure. Please note that the salary structure of the company may be altered/ modified from time to time. Further, salary, allowances and all other payments/ benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source. Management has a right to change these rules by putting notice on intranet. Ignorance of such notices will not be considered as an excuse for not following them or their applicability on you.
5. You are hereby appointed under the Skilled category and the remuneration would be in accordance with the specified rules under the minimum wages act 1948.
6. Retirement from the services of the company will be on your attaining the age of 58 years.
7. Your services shall be subject to comply with the policies of the company and rules of employment from time to time as promulgated by the company, and shall comply with the lawful directions of the management from time to time in that regard.
8. You will qualify/ be eligible for appraisal on completion of twelve months from the date of joining. The first appraisal shall fall due in appraisal cycle (April or October), post completion of twelve months from the date of joining and thereafter it will continue every year in the same month.
9. You shall not, either during the continuance of your employment with the company or at any point of time thereafter discuss, divulge or communicate by word of mouth or otherwise to any person or persons, firm or corporation without written authorization of the company management, any confidential information of the company. 'Confidential Information' means proprietary information of the company, including (without limiting the generality of the foregoing), technical data, trade secrets or know-how, including but not limited to, research, product plans, products, services, customer lists and customers (including but not limited to users or potential users of the company's products on whom you may call or with whom you may become acquainted during the terms of your employment), market, software developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, marketing, finance or any other information disclosed to you by the company, either directly or indirectly in writing, orally or by drawings or inspections of parts or equipment. You will also be responsible for the protection and furtherance of the company's best interest at all times, including after you cease to be on the company's role.
10. If the company is not able to open office due to government restrictions or you are not able to come for work due to any such government restrictions in your area, the company will not be liable to pay you salary for that period.
11. You shall not, during the continuance of your employment with us, be engaged, concerned or interested directly or indirectly, in any other occupation, business or employment whatever, whether honorary or with remuneration.

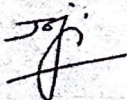
Accepted and Agreed (Signature)


Pradeep
T244933

12. This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld then your employment is liable to be terminated without any notice.
13. If you shall at any time be guilty of misconduct, commit any breach of this contract of employment or refuse or willfully neglect to perform to the satisfaction of the company, all or any of the duties devolving upon you under this contract of employment, the company may at once, without any previous notice, terminate the contract of your employment. If you are terminated or asked to resign from the services of the company (on grounds of misconduct/non-performance), the company under such circumstances will not be liable to pay any compensation/salary. On the contrary the company reserves the right to initiate recovery proceedings against you for irrespective of the damages caused or the loss occurred to the company.
14. Additionally, you shall be eligible for Medical and Accidental insurance benefit programme along with other employees benefit programme run by the company on time to time basis at the expenses of the Company, which shall be applicable post 30 days of your joining. Any eventuality before the applicability of the insurance benefit programme, the company shall have no responsibility whatsoever.
15. Notice to terminate this agreement shall be accepted by the company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with your signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal e-mail shall not be accepted as adequate notice of termination for the purpose of this agreement.
16. Matters not covered herein shall be in accordance with the company's rules and regulations and company's decision shall be final and binding.
17. If and when you will be sent abroad for training or other purposes, you will be required to enter into a Service Agreement with the company and the terms and conditions mentioned therein will be binding on you.
18. This appointment letter is subject to your successful completion of the background check and satisfactory passing of your drug and medical tests, failure of which may result in your immediate termination from the services without notice, along with the recovery of costs incurred upon your background check.
19. You will not during your employment with the company (in terms of this letter except so far as may be proper in the ordinary course of business and for the interest of the company) or at any time thereafter, divulge or make known any information in any way whatsoever relating to the company or its business/or of its customer and/or any other information, secret processes or data and material which may come to your knowledge during the course of your employment. You will always maintain secrecy regarding any technical information / technical data or any other information / data related to sales and marketing gained or acquired or imported to you in the course of your employment through SAP R/3 system, official source of the Company. Company reserves the right to track back activities on IT infra allocated to you, during course of your employment or thereafter and take appropriate legal recourse against you in case of breach of above agreement. Immediately on joining the organization, you will be required to sign "Employee Non-Disclosure Agreement" and would also be bound with the conditions mentioned therein.
20. Notwithstanding anything contained hereinbefore, it is made clear that after the cessation of the present contract, whether by virtue of resignation, termination or otherwise of the employer-employee relationship, you shall not approach, discuss, divulge, contact, contract in any form, whether express or implied, any of the Clients of the Company, their employees, managers, executors, agents, contactors, etc. of the said Client of the Company for any reason whatsoever including any of your grievances. If found otherwise, it shall be treated as not limited to the commission of criminal breach of trust and you shall render yourself liable for civil and/or criminal action and the Company shall be free without further intimation to you, to launch against you, criminal prosecution, as well as claim of damages, as may be deemed fit by the company and the same shall be done at your sole peril.
21. If the terms and conditions offered herein are acceptable to you, please return the acceptance copy duly signed.

We welcome you to iEnergizer.

With regards,
For iEnergizer IT Services Pvt. Limited



Authorized Signatory

I have read, understood & hereby accept the appointment on the terms and conditions of employment set out in this letter and by my signature hereto, I bind myself to abide by them.

Candidate's Name Pandey D

Signature 

Date: 13 / 07 / 2018

Compensation Statement

Name : Pradeep
Designation : Executive Customer Service - Operations
Department : Operations
Employee ID : T244933
Effective Date : Jul 13, 2023

REF/SBI/1307202310.6

As iEnergizer employee, you are currently eligible for the following, towards compensation, perquisites and benefits. The summary below helps you to understand the key elements there of :

Monthly Salary Breakup (CTC):		Monthly Contribution / Deductions:	
(A) Fixed Components	Amount	(D) Employee's Deduction towards :	Amount
Basic	15622	PF Contribution 12% (if applicable)	0
HRA	0	ESI Contribution 0.75% (if applicable)	118
Special Allowance	0	Labour Welfare Fund Employee Share	0
Interim Allowance	3120	Professional Tax (PT)	0
Total (A)	18742	Total (D)	118
(B) Opportunity to Earn Components*		(E) Employer's Contribution towards	Amount
Performance Linked Incentive (PLI)*	0	PF Contribution 12% (if applicable)	0
Attendance Incentive**	0	ESI Contribution 3.25% (if applicable)	508
Retention Bonus#	0	Labour Welfare Fund Employer Share	0
Total (B)	0	Total (E)	508
Others Benefits			
PF 12% (Employer's Contribution), if applicable	0		
ESI 3.25% (Employer's Contribution), if applicable	508		
Labour Welfare Fund Employer Share	0		
Medical Insurance***	0		
Accidental Insurance****	50		
Professional Tax (PT)	0		
Total (C)	558		
(CTC : A+B +C)	19300		

The PLI & Attn. Incentive component are paid separately as per the process guidelines

Note:

- **TDS:** The salary will be paid subject to tax, which may be deducted as per the provisions of the Income Tax Act, 1961.
- **GST:** The amount of any deduction from the salary other than the statutory deductions will be inclusive of Goods & Service Tax (GST) amount wherever it is applicable as per the prevailing rates.
- **Bonus:** The payment is made to cover any payment due under the provisions of Payment of Bonus Act 1965.
- ****Attendance Incentive:** Attendance Incentive shall be only payable if there is No LWP / No NCNS in the month. Attendance Incentive will be applicable post certification from the 1st of approaching month.
- **PLI:** PLI is Performance Linked Incentive; this is an average incentive amount payable in process. Incentives are payable only on meeting pre-defined criteria of the process and these are subject to change on monthly basis at the discretion of management, further detailing shall be done in process / operations after joining.
- *** Headset:** The deduction to be made of Rs.2000/- against head set in two equal installments from first two consecutive month's salary. It shall be refundable at time of leaving.
- **Term Insurance:** There shall be a Term Insurance up to Rs.1000000/- only for self.
- *****Medical Insurance:** There shall be Medical Insurance of Rs.250000/- per annum only for self (if applicable).
- ******Accidental Insurance:** There shall be an Accidental Insurance up to Rs.1000000/- only for self.
- No salary shall be payable during training period and cannot be claimed at any point of time during or after tenure.
- Salary shall be payable from the day post successful training certification & assessment by client & trainers.
- Salary shall not be paid in case of Non Certification.
- **#Retention Bonus:** Retention Bonus shall be payable after completion of one year from the date of joining.
- **Gratuity** shall be paid on the exit after rendering continuous service for not less than five years.
- **LWF (Labour welfare fund)** LWF deduction will be made as per the state government Act.

For iEnergizer IT Services Pvt. Limited

Authorized Signatory



C.R.I. PUMPS

MAR 20, 2023

HUMAN RESOURCE DEPARTMENT

REF: CRI/HRD/OFFER/2023/006

APPOINTMENT ORDER

SUB: OFFER OF EMPLOYMENT -REG.

We are happy to announce that we have selected Mr. Pradeep Singh Rathore A from Nehru Institute of Technology, Kaliapuram, through Campus drive and discussion held on 14.02.2023. The student is requested to join on 24.02. 2023.

They have to submit the below listed documents as Photocopy , at the time of joining.

1. Updated Resume
2. Educational Certificates from X to UG
3. ID & Address proof (Aadhar Card , Driving License, Savings bank passbook, PAN card)
4. Passport size photo - 5 No's
5. Medical Fitness certificate

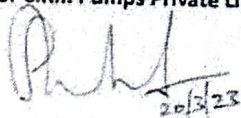
Salary and other benefits are as mentioned below:

You will be governed by the current rules, regulations and policies of the Company and also those that might be introduced in future and your salary will be Rs.15,000/- pm take home.

You need to furnish original certificates at the time of joining in support of your educational qualifications, original for our verification.

We extend a warm welcome to join the C.R.I family and also wish you all the very best in your career with us.

Yours Faithfully,
For C.R.I. Pumps Private Limited


20/3/23

Human Resource Department



C.R.I. PUMPS PRIVATE LIMITED

Corporate Office

7/46-1, Keeranatham Road, Saravanampatti, Coimbatore - 641035, INDIA. CIN - U29120TZ1996PTC006902

GST : 33AAACC9497N1Z1, Phone : +91-422-7117000, 4597000, Fax : +91-422-7117005

E-Mail : corporateoffice@cripumps.com, Website : www.crigroups.com

AN ISO 9001 COMPANY

Pumping trust. Worldwide.



C.R.I. PUMPS

MAR 20, 2023

HUMAN RESOURCE DEPARTMENT

REF: CRI/HRD/OFFER/2023/007

APPOINTMENT ORDER

SUB: OFFER OF EMPLOYMENT -REG.

We are happy to announce that we have selected Ms. Vennila S from Nehru Institute of Technology, Kaliapuram, through Campus drive and discussion held on 14.02.2023. The student is requested to join on 24.02. 2023.

They have to submit the below listed documents as Photocopy, at the time of joining.

1. Updated Resume
2. Educational Certificates from X to UG
3. ID & Address proof (Aadhar Card, Driving License, Savings bank passbook, PAN card)
4. Passport size photo - 5 No's
5. Medical Fitness certificate

Salary and other benefits are as mentioned below:

You will be governed by the current rules, regulations and policies of the Company and also those that might be introduced in future and your salary will be Rs.15,000/- prn take home.

You need to furnish original certificates at the time of joining in support of your educational qualifications, original for our verification.

We extend a warm welcome to join the C.R.I family and also wish you all the very best in your career with us.

Yours Faithfully,
For C.R.I. Pumps Private Limited

Human Resouce Department



C.R.I. PUMPS PRIVATE LIMITED

Corporate Office

7/46-1, Keeranatham Road, Saravanampatti, Coimbatore - 641035, INDIA. CIN - U29120TZ1996PTC006902

GST : 33AAACC9497N1Z1, Phone : +91-422-7117000, 4597000, Fax : +91-422-7117005

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AN ISO 9001 COMPANY

Pumping trust. Worldwide.



C.R.I. PUMPS

MAR 20, 2023

HUMAN RESOURCE DEPARTMENT

REF: CRI/HRD/OFFER/2023/008

APPOINTMENT ORDER

SUB: OFFER OF EMPLOYMENT -REG.

We are happy to announce that we have selected Mr. Syed AbuThathir F from Nehru Institute of Technology, Kaliapuram, through Campus drive and discussion held on 14.02.2023. The student is requested to join on 24.02. 2023.

They have to submit the below listed documents as Photocopy , at the time of joining.

1. Updated Resume
2. Educational Certificates from X to UG
3. ID & Address proof (Aadhar Card , Driving License, Savings bank passbook, PAN card)
4. Passport size photo - 5 No's
5. Medical Fitness certificate

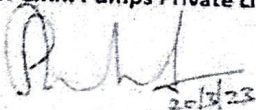
Salary and other benefits are as mentioned below:

You will be governed by the current rules, regulations and policies of the Company and also those that might be introduced in future and your salary will be Rs.15,000/- pm take home.

You need to furnish original certificates at the time of joining in support of your educational qualifications, original for our verification.

We extend a warm welcome to join the C.R.I family and also wish you all the very best in your career with us.

Yours Faithfully,
For C.R.I. Pumps Private Limited


20/2/23

Human Resource Department



C.R.I. PUMPS PRIVATE LIMITED

Corporate Office

7/46-1, Keeranatham Road, Saravanampatti, Coimbatore - 641035. INDIA. CIN - U29120TZ1998PTC006902

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E-Mail : corporateoffice@cripumps.com, Website : www.crigroups.com

AN ISO 9001 COMPANY

Pumping trust. Worldwide.



Ref: OP/67

APPOINTMENT ORDER

SUB: OFFER OF EMPLOYMENT -REG.

This letter is intended to inform you that Paytm has been selected Mr. Ahamed Ariff H, Agricultural Engineering student as sales executive.

1. Your Total Fixed CTC is Rs.194988 - per annum (encl. annexure A.) This is the total cost to Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
2. Performance Linked Incentive (PLI) is completely based on performance and target achieved by employee's and basis company's requirement, reimbursement can also be provided to you. These are awards which may be withdrawn anytime upon company's discretion.
3. You will be governed by the Company's Personnel Policy, Code of Conduct, Non-Disclosure Agreement and all other Company policies as applicable to you from time to time.

Paytm Services Private Limited
(Formerly known as Balance Technology Private Limited)
offer@paytmservices.com
www.on497.com

Corporate Office - B 121, Sector 5, Noida 201301, India
T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016PTC094535
Registered Office - Ground Floor, Essae Vashnavi Summit, 6/B 7th Main,
80 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034



CONFIRMATION MAIL- CHARGE INFRA

1 message

A Vasavi <vasavi@chargeinfra.in>
To: alifayazm@gmail.com
Cc: badal Kumar Tripathy <badal@chargeinfra.in>, Hr Department <my_hr@chargeinfra.in>

Sun, 3 Nov, 2024 at 3:25 pm

Dear Mr. Mohammed Ali Fayaz S,

Congratulations On Selection!!

CHARGE INFRA team is looking forward to you being part of the CHARGE INFRA family as "JUNIOR LANDSCAPE ARCHITECT for the "DESIGN DEPARTMENT". Your confirmed date of joining is "04.11.2024".

As discussed, your annual CTC will be Rs. 2,64,000/- per annum.
The detailed salary break-up of your Total CTC will be mentioned in your offer letter which will be shared after you share the below documents to this email.

PFA file to accept the same FYR.

As part of the process, you need to accept the offer by acknowledging this email and kindly share all documents that I mentioned below.

You are requested to report on BANGALORE location at 09.30 AM for your joining formality.

We are looking forward to welcoming you on board.

Required Documents:

- 1) 10th Mark's card
- 2) 12th Mark's card
- 3) Graduation Mark's card
- 4) Post Graduation
- 5) Bank passbook front page or Cancelled cheque
- 6) Aadhar card front and back
- 7) PAN card
- 8) Passport size photo

Important Note:

1. CHARGEINFRA follows a 6-day working policy, Week Offs will be Rotational which will be dependent on the department you are working and Saturdays and Mondays are compulsory work-days.
2. In case any employee resigns then he/she needs to serve 1 month notice period to the company, or payment in lieu of notice is applicable.
3. Any kind of documents found missing / non-reliable will lead to immediate revoke of the offer letter.
4. This is a work from office opportunity; hence you are supposed to report to office/site for Onboarding formalities on the day of your joining and have to be regular from office/site on an everyday basis (WORK FROM OFFICE). Our onboarding starts at 09:30 AM sharp on the date of joining. If failed to report on time, your onboarding will be considered on hold and it will be rescheduled to the next available day as per the confirmation received from the concerned HR.
5. Employees are expected to follow the dress code policy:
Mon-Fri - Formals are compulsory
Sat - Casuals are allowed

Looking forward to you being part of our CHARGE INFRA TEAM!!!

THANKS & REGARDS



CONFIRMATION MAIL - CHARGE INFRA

1 message

A Vasavi <vasavi@chargeinfra.in>

To: alifayazm@gmail.com

Cc: badal Kumar Tripathy <badal@chargeinfra.in>, Hr Department <my_hr@chargeinfra.in>

Sun, 3 Nov, 2024 at 3:25 pm

Dear Mr. Mohammed Ali Fayaz S,

Congratulations On Selection!!

CHARGE INFRA team is looking forward to you being part of the CHARGE INFRA family as "JUNIOR LANDSCAPE ARCHITECT for the "DESIGN DEPARTMENT". Your confirmed date of joining is "04.11.2024".

As discussed, your annual CTC will be Rs. 2,64,000/- per annum.

The detailed salary break-up of your Total CTC will be mentioned in your offer letter which will be shared after you share the below documents to this email.

PFA file to accept the same FYR.

As part of the process, you need to accept the offer by acknowledging this email and kindly share all documents that I mentioned below.

You are requested to report on BANGALORE location at 09.30 AM for your joining formality.

We are looking forward to welcoming you on board.

Required Documents:

- 1) 10th Mark's card
- 2) 12th Mark's card
- 3) Graduation Mark's card
- 4) Post Graduation
- 5) Bank passbook front page or Cancelled cheque
- 6) Aadhar card front and back
- 7) PAN card
- 8) Passport size photo

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2. In case any employee resigns then he/she needs to serve 1 month notice period to the company, or payment in lieu of notice is applicable.

3. Any kind of documents found missing / non-reliable will lead to immediate revoke of the offer letter.

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5. Employees are expected to follow the dress code policy:
Mon-Fri - Formals are compulsory

Sat - Casuals are allowed

Looking forward to you being part of our CHARGE INFRA TEAM!!!

THANKS & REGARDS



APPOINTMENT ORDER

Ref: OP/67

SUB: OFFER OF EMPLOYMENT -REG.

This letter is intended to inform you that Paytm has been selected Mr. Santhosh M, Agricultural Engineering student as sales executive.

1. Your Total Fixed CTC is Rs.194988 - per annum (encl. annexure A.) This is the total cost to Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
2. Performance Linked Incentive (PLI) is completely based on performance and target achieved by employee's and basis company's requirement, reimbursement can also be provided to you. These are awards which may be withdrawn anytime upon company's discretion.
3. You will be governed by the Company's Personnel Policy, Code of Conduct, Non-Disclosure Agreement and all other Company policies as applicable to you from time to time.

Paytm Services Private Limited
(Formerly known as Balance Technology Private Limited)
offer@paytmservices.com
www.One97.com

Corporate Office - E 121, Sector 5, Noida 201301, India
T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016PTC094535
Registered Office - Ground Floor, Essae Vashnavi Summit, 6/B 7th Main,
80 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Nehru Group of Institutions

Date : 02-Dec-2022

Dear KHOSA KHESOH

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063



Dated : June 15, 2023

Mr. Sharath R S

Permanent Address :
S/O O K shanmughadas
Kailas, Venus Corner, Thalassery
Kannur, Kerala
670101

Dear Sharath,

With reference to your application and subsequent interview, we have pleasure in appointing you as "Site Engineer/Supervisor" in our organization as per the terms and conditions mentioned here under.

1.0 EFFECTIVE DATE

This appointment is effective from 01-July-2023.

2.0 DUTIES AND RESPONSIBILITIES

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your designation as well as your duties and responsibilities are liable to be changed at the discretion of the Management. You shall use the best of efforts to promote, develop and extend the business of the Company and always conform and comply with the directions and regulations of the Company, and in all respects.

3.0 INSURANCE COVERAGE

You are covered under Group Accidental/Health insurance coverage by the Trinite group, as per the Company's policies up to Rs. 2 Lakh.


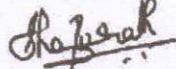
4.0 TRAINING AND COMPENSATION STRUCTURE

The first six months considered as training period and during training period your CTC is fixed as fifteen thousand rupees per month. There will be a salary revision after your training period which is purely dependent on your performance during training period. The salary will be processed on the 1st workday of each month.

We look forward to welcoming you in our organization

Yours faithfully,


Employer Name and Signature
For Trinite Group.
Vincent Joseph
CAO Trinite group



Employee Name and Signature



GEOCARE ENGINEERING CONSULTANCY

Geotechnical and Material Testing Services

- Soil Testing
- Material Testing
- Foundation Design
- Geotechnical Investigation
- Ground Improvement Works
- Survey Works

17/25 B, Annur Road, Karumathampatti, Coimbatore - 641 659.

M : +91 95872 02815, T : 0422 4389772, E : geocareconsultancy@gmail.com

DATE: 24.04.2023

Dear

Mr. Surya T

Nehru Institute of Technology

Coimbatore

[Subject: Appointment for the post of Site engineer]

We Are pleased to offer you the position of **Site Engineer** with **Geo-Care Engineering Consultancy** on the following Terms and Conditions:

1. Commencement of Employment

Your Employment will be effective, as of **(01.06.2023)**

2. Job Title

Your Job title will be **Design engineer**, and you will be report to **Project Assistant**

3. Salary

Your Petrol Allowance will Set out at **Rs.12000/- per Month**. This will be effective for the probation period of 6 months. Post this period your salary will be fixed and added to the Company Rolls.

4. Hours of work

The normal Working days are **Monday to Friday**. The Normal Working Hours are from **10AM**

Thanking you and assuring you of our best attentions at all times to come.



STEPHEN & BROTHERS CONSTRUCTIONS

09.05.2023

Vishnu Balaji,
Design Supervisor,
Stephen and Brothers Construction,
Pampakuda, Ernakulum Dist, Kerala - 686667

Subject: Appointment Letter for the post of **Design Supervisor**

Dear Vishnu Balaji.

Thank you for accepting and signing the job offer letter. I am pleased to inform you that your employment with **Stephens and Brothers Constructions** has been confirmed in the capacity of Site Supervisor.

As agreed, your starting date will be **22.08.2023** and your work timings from **09.00 AM to 6.00 PM, Monday to Saturday**. Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further queries about your employment, you may contact me directly or approach the HR department.

Congratulations on your appointment and welcome to **Stephens and Brothers Constructions**. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,


S.JAMES
Managing Director
Mob. No: 9497561954

Pampakuda, Ernakulam Dist., Kerala - 686667
Ph: 94472 92 550 , 9497 56 1954



LINGA
ARCHITECH

LINGA ARCHITECH

46, K.P.N Colony, 1st Street, Tirupur - 641 601, Tamilnadu, India

+91 99431 86087

GSTIN: 33AAHFL8608E1ZF info@lingaarchitech.com

DATE: 18.04.2023

Dear

Mr.Sanjai

Nehru Institute of Technology

Coimbatore

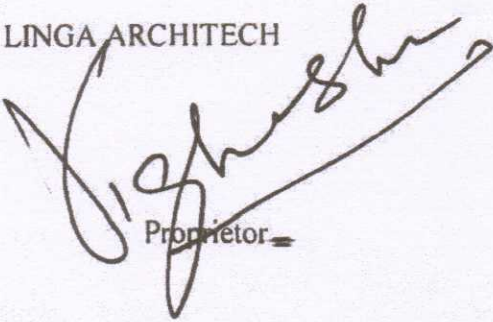
[Subject: Appointment for the post of Draftsman]

We Are pleased to offer you the position of **Draftsman** with **LINGA ARCHITECH** on the following Terms and Conditions:

- 1. Commencement of Employment**
Your Employment will be effective, as of **(09.07.2023)**
- 2. Job Title**
Your Job title will be **Draftsman**, and you will be report to **Project Manager**
- 3. Salary**
Your Petrol Allowance will Set out at **Rs.10000/- per Month**. This will be effective for the probation period of 6 months. Post this period your salary will be fixed and added to the Company Rolls.
- 4. Hours of work**
The normal Working days are **Monday to Friday**. The Normal Working Hours are from **9AM**.

Thanking you and assuring you of our best attentions at all times to come.

FOR LINGA ARCHITECH


Proprietor

1

Office Address:

ST No. 302/7L, Ginnai Factory Road, Tirupur, Coimbatore - 641 103, Tamilnadu, India

DATE:06.02.2023



www.saiconstructions.co

TO:

Mr. Nijanthan
Nehru Institute of Technology,
Coimbatore.

Dear Nijanthan

This is with Reference to your Application and the following Discussions you had with us at the interview on the following Terms and Conditions.

1. Designation : Site Engineer
2. Job Location : Chennai
3. Commencement of Employment: Your Employment will be effective with us from (04.04.2023)
4. Salary and Compensation: Your Salary will be Rs.13000/- Per Month. You will receive the increment based on your Performance, after the completion of the probationary Period; you will be eligible for leave, as per the company norms.
5. Working Hours: The working days will start from Monday to Saturday. The working Hours for your profile will be 10 AM to 6PM and If you are Working for excess time based on timings you will receive the compensation.

We congratulate for you on Your Appointment and Wish you a Long Career with us. We assure you have a great journey and get our full Support for your Professional Growth and Development.

For Sai Constructions,

S. Ravi,

Managing Director.



+91 94438 80099
+91 90800 04159



ravisaiconstructions@gmail.com



Sai Construction Head Office,
No 8, Beach Road, Sitharam Nagar,
Cuddalore, TN. Pincode 607001.



SILPAK
ENGINEERS & BUILDERS
ARCHITECTURAL CONSULTANCY

DATE: 20.04.2023

Dear

Mr. Hariharasudhan
Nehru Institute of Technology
Coimbatore

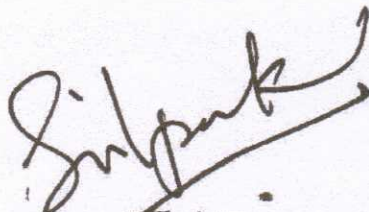
[Subject: Appointment for the post of Design Engineer]

We Are pleased to offer you the position of **Draftsman** with **Silpak Engineers and Builders** on the following Terms and Conditions:

- 1. Commencement of Employment**
Your Employment will be effective, as of (09.07.2023)
- 2. Job Title**
Your Job title will be **Draftsman**, and you will be report to **Project Manager**
- 3. Salary**
Your Petrol Allowance will Set out at Rs.10000/- per Month. This will be effective for the probation period of 6 months. Post this period your salary will be fixed and added to the Company Rolls.
- 4. Hours of work**
The normal Working days are **Monday to Friday**. The Normal Working Hours are from **9AM**.

Thanking you and assuring you of our best attentions at all times to come.

FOR


Proprietor



Nehru Institute of Technology

(An Autonomous Institution)

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

Accredited by NAAC with A+, Recognized by UGC with Section 2(f)

Jawahar Gardens, Kaliapuram, Coimbatore - 641105



Department of Computer Science and Engineering

Academic Year	Total No. of Students Appeared	Total No. of Students Placed
2022 - 2023	10	8

S. No.	Name of the Student	Program Graduated	Name of the Employer	Pay Package
1	Aakash. C	CSE	IKON Infotech	3 LPA
2	Dharani Kumar. R	CSE	IKON Infotech	3 LPA
3	Hessler Lucian	CSE	Amazon	3 LPA
4	Jayaprakash. R	CSE	Cygnus Software Pvt Ltd	1.68 LPA
5	Mohamad Irfan. A	CSE	Cygnus Software Pvt Ltd	1.68 LPA
6	Raja Pandi. N	CSE	Cygnus Software Pvt Ltd	1.68 LPA
7	Rokkith. S. K	CSE	IKON Infotech	3 LPA
8	Sabarivasan. S	CSE	IKON Infotech	3 LPA



Ikon Info Tech

LETTER OF OFFER

Date: 14.03.2023

Dear Mr. Aakash. C

Welcome.

It gives us immense pleasure to have you as part of the **IKON INFO TECH** team.

Your designation at **IKON INFOTECH** will be 'Technical Support Engineer'.

IKON INFOTECH work ethic rests on teamwork resulting in synergies that will act as force multipliers in our effort to achieve our goals.

We look forward to working with you and hope that you will find working at **IKON INFOTECH** a rewarding experience.

Enclosed are the terms and conditions of your employment. Please confirm that the terms are acceptable to you by signing a copy of the same.

Once again, Welcome.

With Best Wishes

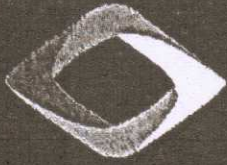
For **IKON INFOTECH**

Authorized Signatory

Candidate Signature

No 1, Arokiasamy Street, NSR Main Road, Saibaba Colony,
Coimbatore-641011

Email: info@ikoninfotech.in | Web Address:- www.ikoninfotech.in



Ikon Info Tech

Terms and Conditions

Your appointment with us is subject to the following terms and conditions:

1. Your appointment is effective from your date of joining.
2. Your monthly CTC will be **Rs.25,000** (Rupees Twenty Five Thousand Only)
3. You will be on probation for an initial period of 6 months. During this probation period, you are required to give a notice period of 30 days, in the event of your resigning from the services of the company. However, this employment can be terminated by Sigma by serving you either 30 days notice, during the period of employment.
4. In case of any action against the company policies, The company has the rights to terminate you from the service without any prior notice
5. On joining, you will be given a list of key result areas for which you are responsible to your immediate superior in the organization.
6. You are entitled to take leave as per the leave policy.
7. You shall diligently and faithfully carry out any responsibility, which may be assigned to you time to time to ensure results. You will be expected to work extra hours to achieve the set targets, whenever the job so requires.
8. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the sigma's affairs or administration

No 1, Aroklasamy Street, NSR Main Road, Saibaba Colony,
Coimbatore-641011

Email: info@ikoninfotech.in | Web Address:- www.ikoninfotech.in



Ikon Info Tech

9. Research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

I agree to accept employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 08.08.2023

Name: **Aakash. C**

Signature



Ikon Info Tech

LETTER OF OFFER

Date: 14.03.2023

Dear Mr. Dharani Kumar R

Welcome.

It gives us immense pleasure to have you as part of the IKON INFO TECH team.

Your designation at IKON INFOTECH will be 'Technical Support Engineer'.

IKON INFOTECH work ethic rests on teamwork resulting in synergies that will act as force multipliers in our effort to achieve our goals.

We look forward to working with you and hope that you will find working at IKON INFOTECH a rewarding experience.

Enclosed are the terms and conditions of your employment. Please confirm that the terms are acceptable to you by signing a copy of the same.

Once again, Welcome.

With Best Wishes

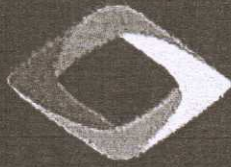
For IKON INFOTECH

Authorized Signatory

Candidate Signature

No 1, Aroklasamy Street, NSR Main Road, Salbaba Colony,
Coimbatore-641011

Email: info@ikoninfotech.in | Web Address: www.ikoninfotech.in



Ikon Info Tech

Terms and Conditions

Your appointment with us is subject to the following terms and conditions:

1. Your appointment is effective from your date of joining.
2. Your monthly CTC will be **Rs.25,000** (Rupees Twenty Five Thousand Only)
3. You will be on probation for an initial period of 6 months. During this probation period, you are required to give a notice period of 30 days, in the event of your resigning from the services of the company. However, this employment can be terminated by Sigma by serving you either 30 days notice, during the period of employment.
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8. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the sigma's affairs or administration



Ikon Info Tech

9. Research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

I agree to accept employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 08.08.2023

Name: **Dharani Kumar R**

Signature



OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Hessler Lucian
no.55 eficor house poothurai
thoothoor
629176
IND

Dear Hessler,

On behalf of Amazon Development Centre (India) Private Limited, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment for the position of VCS Associate [S] for Virtual Contact Center(TN,IN), India.

You shall work from your home location approved by Amazon India and the current specified areas for home locations for each VCS location is laid down in Annexure I to this Offer cum Appointment Letter. The VCS Work from Home policy also explains the areas of home location for each VCS location. The Company reserves the right to change such home locations/VCS locations from time to time and you shall abide by the same. Any request for change in your Home Location will be subject to the approval of Amazon India and on such terms and conditions as may be specified.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept this fixed-term employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before 5 business days.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)
Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

Your fixed-term employment with Amazon India will commence on 31-Jul-2023 and shall end as per the provisions contained in Section 15 hereinbelow.

2. Probation

You shall be on probation for a period of one month ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **VCS Associate [S]**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or

conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of work which will apply to you will be advised on commencement of employment. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and thereafter, from time to time, as required. Certain business teams also operate on 24x7 basis and hence may have rotational shifts or related requirements for their respective team members.

By signing this offer cum appointment letter, you agree to work in night shifts as may be required by Amazon India from time to time and also authorize Amazon India to make relevant disclosures/filings in this regard to the Government authorities, if required under the applicable law. Please refer to Amazon's Policies and Procedures for further details.

5. Place of Work

Unless considered necessary by Amazon India, you shall work from your home location in Virtual Contact Center(TN,IN) or such other home address as Amazon India may approve from time to time ("Home Location") and shall match the residential "home address" as updated by you on Amazon India systems. Amazon India's approval is necessary to ensure that the data and information security requirements applicable to your employment are being complied with at all times. The provisions of the VCS Work from Home Policy will be applicable while you will be working from such an approved Home Location. You may be required to travel and / or work at other locations, including Amazon India office premises / Amazon India directed office premises of a customer or client or at an affiliate's facilities based on business requirements. You can change your Home Location, however, in such a case you would also be required to inform Amazon India whenever there is a change in the address aforementioned and Amazon India reserves the right to either accept on terms and conditions as may be specified or reject such a change to ensure that data and information security requirements are being complied with and to this effect, Amazon India may require you to demonstrate your compliance with such requirements, the VCS Work from Home Policy or any other stipulations hereunder. It is clarified that while you can choose to work from the Home Location identified by you, Amazon India and/ or its affiliates shall not have any right or control over your Home Location, however, subject to prior intimation, Amazon India can conduct audit and/ or inspection of your Home



Cygnus SofTek (I) Pvt. Ltd

No.24, Vimal Nagar, Vadavalli,
Coimbatore-641 041
Phone No.-04224210001

Date: 04-April-2023

Dear: Jayaprakash. R

Sub: Appointment Letter

Further to the interview you had with us, we are pleased to appoint you as **Junior, Trainee Programmer** with our organization effective from **October 4, 2023**, under the following terms and conditions.

1. Training period

- a. By signing this agreement, you are under contract 24 months from the training period and committing to work with us for the same period. You will be on training for a period of 6 months effective from **October 4, 2023**.
- b. On your successfully completing the training period as described above, you may be considered for employment with the company if it is found that your performance is satisfactory during the training period, in the view of the management and you will be moved into probation for a period of nine months.
- c. During the tenure of your training/employment, the company reserves its rights to terminate your services any time without assigning any reason or compensation thereof. You are also eligible to resign from your job after giving three-month notice to the company in writing once your minimum service period of 24 months from the date of joining the company had expired in terms of your service contract with the Company. You here by agree that failure to provide such notice will jeopardize the normal functioning of the company resulting in serve monetary damages and harm the reputation of the company as well. If you fail to provide such notice the company will pursue legal action against you to recover the damages caused by your sudden departure without providing the notice as mention in this offer letter. Optionally, the company at its sole discretion and based on the circumstance may ask you, based on your request, to pay three-month salary instead of the month notice period.

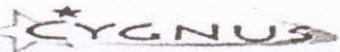
2. Place and Time of Work

- a. At your present place of work will be in Coimbatore. However, you may be required to travel to various places as the company may require you to do so for execution of various work of the company. At the future date, the company may transfer your job to such other places where the company may have its office, without affecting your terms of employment and emoluments thereon. While stationed at a particular place, if you are required to travel for the work of the company, you will be eligible for traveling allowance etc., as per the rules of the Company.

3. Emoluments and Employee Benefits

During the training period you will be paid consolidated pay of Rs.12,000.00/-per month. During the probation period you will be paid consolidated pay of Rs.14,000.00/- per month.

- a. On confirmation of your employment, you will be placed in suitable grade as decided by the management. Your salary after confirmation is based upon your performance.
- b. Bonus or incentive is paid based on company performance and your performance towards the goal of the company and paid once a quarter at the end of follow quarter contingent upon your current employment with the company.
- c. Tax on your salary will be deducted at source as per prevailing Income Tax rules.



Cygnus SofTek (I) Pvt. Ltd

No.24, Vimal Nagar, Vadavalli.

Coimbatore-641041

4. Non-Disclosure Agreement

On the date of your joining the company, you will be required to sign a comprehensive nondisclosure, proprietary information and invention agreement and undertaking with non-compete and minimum service clauses (described as NDA) as per the draft enclosed. Such NDA shall be in full force during the tenure of your employment with the company on training as well as on employment you will be required to fulfill all the terms and conditions of this non-discouragement. Any failure or violation on your part of any of the terms and conditions of the NDA will entitle the management to terminate your services without giving my notice and also claim for damages and other remedies from you as provided in the above NDA.

5. Service Agreement

On commencement of your training with the company as described here above, you will be required to sign Service Contract with the company as per the format enclosed herewith duly guaranteed by your father or legal guardian.

6. Fitness

In order to perform your duties towards the company, you are required to keep yourself in good health and Fitness physically and mentally. You may be subjected to medical checkup by the company regular intervals. If it is found on your medical checkup that you are not physically or mentally fit perform your duties towards the company, your services will be liable to be terminated without any notice or compensation thereof.

7. Training Programs and Conferences

As an employee of the company, you may be required to undergo various training programs and attend various conferences at the management of the company may deem fit to keep you abreast of latest developments and to develop/improve your skills. The company may also require you to go abroad for some special training programs or attending conferences or some special assignment. Once you are directed to do so, you should immediately consent to the company about your joining the training program or attending the conference or for the special assignment and submit the cry documents required in process the VISA in case of USA and other related work. If the company sends you abroad for some special training program or any special assignment, the company may require you to sign a minimum period of service contract in addition to your normal service contract with the company and you shall not be eligible to refuse execution of such agreement.

8. Professionalism

In course of your training/employment with the company, you are expect high degree of Professionalism in discharging your duties towards the company and in dealing with other employees of the company including your superiors. All your actions must be directed towards the best interests of the company. Your services will be liable be terminated without any notice in case you are found guilty of dishonesty.



Cygnus SofTek (I) Pvt. Ltd
No.24, Vimal Nagar, Vadavalli,
Coimbatore-641041
Phone No.-04224210001

Date: 04-April-2022

Dear: Mohamad Irfan. A

Sub: Appointment Letter

Further to the interview you had with us, we are pleased to appoint you as **Junior, Trainee Programmer** with organization effective from October 4, 2023, under the following terms and conditions.

1. Training period

- a. By signing this agreement, you are under contract 24 months from the training period and committing to work with us for the same period. You will be on training for a period of 6 months effective from October 4, 2023.
- b. On your successfully completing the training period as described above, you may be considered for employment with the company if it is found that your performance is satisfactory during the training period, in the view of the management and you will be moved into probation for a period of nine months.
- c. During the tenure of your training/employment, the company reserves its rights to terminate your services any time without assigning any reason or compensation thereof. You are also eligible to resign from your job after giving three-month notice to the company in writing once your minimum service period of 24 months from the date of joining the company had expired in terms of your service contract with the Company. You here by agree that failure to provide such notice will jeopardize the normal functioning of the company resulting in serve monetary damages and harm the reputation of the company as well. If you fail to provide such notice the company will pursue legal action against you to recover the damages caused by your sudden departure without providing the notice as mention in this offer letter. Optionally, the company at its sole discretion and based on the circumstance may ask you, based on your request, to pay three-month salary instead of the month notice period.

2. Place and Time of Work

- a. At your present place of work will be in Coimbatore. However, you may be required to travel to various places as the company may require you to do so for execution of various work of the company. At the future date, the company may transfer your job to such other places where the company may have its office, without affecting your terms of employment and emoluments thereon. While stationed at a particular place, if you are required to travel for the work of the company. you will be eligible for traveling allowance etc., as per the rules of the Company.

3. Emoluments and Employee Benefits

During the training period you will be paid consolidated pay of Rs.12,000.00/-per month. During the probation period you will be paid consolidated pay of Rs.14,000.00/- per month.

- a. On confirmation of your employment, you will be placed in suitable grade as decided by the management. Your salary after confirmation is based upon your performance.
- b. Bonus or incentive is paid based on company performance and your performance towards the goal of the company and paid once a quarter at the end of follow quarter contingent upon your current employment with the company.
- c. Tax on your salary will be deducted at source as per prevailing Income Tax rules.

Cygnus SoftTek (I) Pvt. Ltd

No.24, Vimal Nagar, Vadavalli,

Coimbatore-641041

4. Non-Disclosure Agreement

On the date of your joining the company, you will be required to sign a comprehensive nondisclosure, proprietary information and invention agreement and undertaking with non-compete and minimum service clauses (described as NDA) as per the draft enclosed. Such NDA shall be in full force during the tenure of your employment with the company on training as well as on employment you will be required to fulfill all the terms and conditions of this non-discouragement. Any failure or violation on your part of any of the terms and conditions of the NDA will entitle the management to terminate your services without giving any notice and also claim for damages and other remedies from you as provided in the above NDA.

5. Service Agreement

On commencement of your training with the company as described here above, you will be required to sign Service Contract with the company as per the format enclosed herewith duly guaranteed by your father or legal guardian.

6. Fitness

In order to perform your duties towards the company, you are required to keep yourself in good health and Fitness physically and mentally. You may be subjected to medical checkup by the company regular intervals. If it is found on your medical checkup that you are not physically or mentally fit perform your duties towards the company, your services will be liable to be terminated without any notice or compensation thereof.

7. Training Programs and Conferences

As an employee of the company, you may be required to undergo various training programs and attend various conferences at the management of the company may deem fit to keep you abreast of latest developments and to develop/improve your skills. The company may also require you to go abroad for some special training programs or attending conferences or some special assignment. Once you are directed to do so, you should immediately consent to the company about your joining the training program or attending the conference or for the special assignment and submit the cry documents required in process the VISA in case of USA and other related work. If the company sends you abroad for some special training program or any special assignment, the company may require you to sign a minimum period of service contract in addition to your normal service contract with the company and you shall not be eligible to refuse execution of such agreement.

8. Professionalism

In course of your training/employment with the company, you are expect high degree of Professionalism in discharging your duties towards the company and in dealing with other employees of the company including your superiors. All your actions must be directed towards the best interests of the company. Your services will be liable be terminated without any notice in case you are found guilty of dishonesty,



Cygnus SofTek (I) Pvt. Ltd

No.24, Vimal Nagar, Vadavalli,
Coimbatore-641041
Phone No.-04224210001

Date: 04-April-2022

Dear: Raja Pandi. N

Sub: Appointment Letter

Further to the interview you had with us, we are pleased to appoint you as **Junior, Trainee Programmer** with organization effective from October 4, 2023, under the following terms and conditions.

1. Training period

a. By signing this agreement, you are under contract 24 months from the training period and committing to work with us for the same period. You will be on training for a period of 6 months effective from October 4, 2023.

b. On your successfully completing the training period as described above, you may be considered for employment with the company if it is found that your performance is satisfactory during the training period, in the view of the management and you will be moved into probation for a period of nine months.

c. During the tenure of your training/employment, the company reserves its rights to terminate your services any time without assigning any reason or compensation thereof. You are also eligible to resign from your job after giving three-month notice to the company in writing once your minimum service period of 24 months from the date of joining the company had expired in terms of your service contract with the Company. You here by agree that failure to provide such notice will jeopardize the normal functioning of the company resulting in serve monetary damages and harm the reputation of the company as well. If you fail to provide such notice the company will pursue legal action against you to recover the damages caused by your sudden departure without providing the notice as mention in this offer letter. Optionally, the company at its sole discretion and based on the circumstance may ask you, based on your request, to pay three-month salary instead of the month notice period.

2. Place and Time of Work

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Cygnus SofTek (I) Pvt. Ltd

No.24, Vimal Nagar, Vadavalli,

Coimbatore-641041

4. Non-Disclosure Agreement

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5. Service Agreement

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8. Professionalism

In course of your training/employment with the company, you are export high degree of Professionalism in discharging your duties towards the company and in dealing with other employees of the company including your superiors. All your actions must be directed towards the best interests of the company. Your services will be liable be terminated without any notice in case you are found guilty of dishonesty,

Cygnus SofTek (I) Pvt. Ltd

No.24, Vimal Nagar, Vadavalli,

Coimbatore-641041



4. Non-Disclosure Agreement

On the date of your joining the company, you will be required to sign a comprehensive nondisclosure, proprietary information and invention agreement and undertaking with non-compete and minimum service clauses (described as NDA) as per the draft enclosed. Such NDA shall be in full force during the tenure of your employment with the company on training as well as on employment you will be required to fulfill all the terms and conditions of this non-discouragement. Any failure or violation on your part of any of the terms and conditions of the NDA will entitle the management to terminate your services without giving my notice and also claim for damages and other remedies from you as provided in the above NDA.

5. Service Agreement

On commencement of your training with the company as described here above, you will be required to sign Service Contract with the company as per the format enclosed herewith duly guaranteed by your father or legal guardian.

6. Fitness

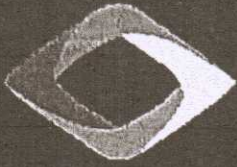
In order to perform your duties towards the company, you are required to keep yourself in good health and Fitness physically and mentally. You may be subjected to medical checkup by the company regular intervals. If it is found on your medical checkup that you are not physically or mentally fit perform your duties towards the company, your services will be liable to be terminated without any notice or compensation thereof.

7. Training Programs and Conferences

As an employee of the company, you may be required to undergo various training programs and attend various conferences at the management of the company may deem fit to keep you abreast of latest developments and to develop/improve your skills. The company may also require you to go abroad for some special training programs or attending conferences or some special assignment. Once you are directed to do so, you should immediately consent to the company about your joining the training program or attending the conference or for the special assignment and submit the cry documents required in process the VISA in case of USA and other related work. If the company sends you abroad for some special training program or any special assignment, the company may require you to sign a minimum period of service contract in addition to your normal service contract with the company and you shall not be eligible to refuse execution of such agreement.

8. Professionalism

In course of your training/employment with the company, you are expect high degree of Professionalism in discharging your duties towards the company and in dealing with other employees of the company including your superiors. All your actions must be directed towards the best interests of the company. Your services will be liable be terminated without any notice in case you are found guilty of dishonesty,



Ikon Info Tech

LETTER OF OFFER

Date: 14.03.2023

Dear Mr. Rokkith S. K

Welcome.

It gives us immense pleasure to have you as part of the IKON INFO TECH team.

Your designation at IKON INFOTECH will be 'Technical Support Engineer'.

IKON INFOTECH work ethic rests on teamwork resulting in synergies that will act as force multipliers in our effort to achieve our goals.

We look forward to working with you and hope that you will find working at IKON INFOTECH a rewarding experience.

Enclosed are the terms and conditions of your employment. Please confirm that the terms are acceptable to you by signing a copy of the same.

Once again, Welcome.

With Best Wishes

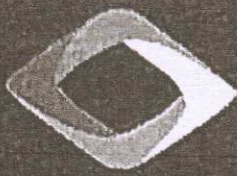
For IKON INFOTECH

Authorized Signatory

Candidate Signature

No 1, Arokiasamy Street, NSR Main Road, Saibaba Colony,
Coimbatore-641011

Email: info@ikoninfotech.in | Web Address:- www.ikoninfotech.in



Ikon Info Tech

Terms and Conditions

Your appointment with us is subject to the following terms and conditions:

1. Your appointment is effective from your date of joining.
2. Your monthly CTC will be **Rs.25,000** (Rupees Twenty Five Thousand Only)
3. You will be on probation for an initial period of 6 months. During this probation period, you are required to give a notice period of 30 days, in the event of your resigning from the services of the company. However, this employment can be terminated by Sigma by serving you either 30 days notice, during the period of employment.
4. In case of any action against the company policies, The company has the rights to terminate you from the service without any prior notice
5. On joining, you will be given a list of key result areas for which you are responsible to your immediate superior in the organization.
6. You are entitled to take leave as per the leave policy.
7. You shall diligently and faithfully carry out any responsibility, which may be assigned to you time to time to ensure results. You will be expected to work extra hours to achieve the set targets, whenever the job so requires.
8. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the sigma's affairs or administration

1, Arokiasamy Street, NSR Main Road, Balbaba Colony,
Coimbatore-641011

Email: info@ikoninfotech.in | Web Address:- www.ikoninfotech.in



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9. Research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

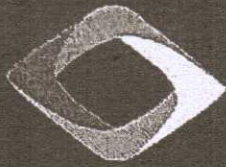
I agree to accept employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 08.08.2023 .

Name: **Rokkith S. K**

Rokkith S. K

Signature



Ikon Info Tech

LETTER OF OFFER

Date: 14.03.2023

Dear Mr. Sabarivasan. S

Welcome.

It gives us immense pleasure to have you as part of the IKON INFO TECH team.

Your designation at IKON INFOTECH will be 'Technical Support Engineer'.

IKON INFOTECH work ethic rests on teamwork resulting in synergies that will act as force multipliers in our effort to achieve our goals.

We look forward to working with you and hope that you will find working at IKON INFOTECH a rewarding experience.

Enclosed are the terms and conditions of your employment. Please confirm that the terms are acceptable to you by signing a copy of the same.

Once again, Welcome.

With Best Wishes

For IKON INFOTECH

Authorized Signatory

Candidate Signature

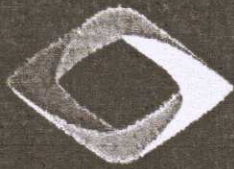


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8. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the sigma's affairs or administration



Ikon Info Tech

9. Research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

I agree to accept employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 08.08.2023

Name: **Sabarivasan. S**

Signature: