

1 QUME 002

12th May 2023

Mr. Joyson Ralph Jebadurai
India

Dear Joyson,

We are pleased to offer you the position of **"Service Desk Engineer"**, with **Apar Innosys LLP, (the "Company")**. This offer letter is subject to satisfactory reference check. The terms and conditions of your employment with the Company are as follows, effective the date of your reporting at our office.

1. Your annual Salary details are in the Annexure enclosed.
2. You will be responsible for performing services for the Company as assigned by the Company's officers and employees who are designated with authority to manage and supervise your work. You are required to comply with all rules, regulations and procedures of the Company. You will be required to provide reports concerning your work activities from time to time as requested. You will refrain from engaging directly or indirectly in any activity or business transaction for yourself or for any other person, whether or not for remuneration, direct or indirect, contingent or otherwise adversely affect the proper discharge of your duties with, and responsibilities to Apar Innosys LLP.
3. You shall undertake and agree that you shall not disclose to any unauthorized person, or misuse any information including financial information including processes, data, concepts, ideas, plans, strategies, analysis, surveys, and or proprietary or Client information relating to the past, present or anticipated business of the company, disclosed to you by the company or which becomes known to you in the course of your employment.
4. You shall be accountable for all property, books, papers, charts, tools, instruments equipment, lock and key or any other property of the company which may be in your possession by the virtue of this appointment or in the course of carrying out your duties in the company.
5. You will be bound by the code of conduct and all other rules, regulation, policies and orders issued by the company from time in relation to your conduct, discipline and service condition such as leave, medical, retirement, etc.
6. Depending upon the business requirements, you are currently posted in India. However, the company shall be at liberty to transfer your services, within India or abroad, to any department, factory, establishment or place of work of the company which exist as on date of your accepting this offer or may come into existence at any later date, or to its parent company, subsidiaries, Joint ventures, Associates or of the concerns in which the company or its parent company has substantial interest in terms of ownership or management on the date of such transfer. Consequent to such transfers, you shall be governed by the terms and conditions of services as applicable to your category of employees in the new work place.

Registered Office:
APAR INNOSYS LLP

Flat No.103, RBI SAHAYOG CHS, Eksar Road, Borivali West, Mumbai, Mumbai City, Maharashtra, 400092, India

ANNEXURE 1

Name: Mr. Joyson Ralph Jebadurai
 Designation: Service Desk Engineer
 Location: Chennai
 Date of Joining: 15th May 2023

Fixed Pay Break Up	Monthly	Annual
Basic	13,992	1,67,904
HRA (50% of Basic)	-	-
Transport Allowance	-	-
Telephone Reimbursement	-	-
Leave Travel Allowance	-	-
Special Allowance	-	-
Gross Salary	13,992	1,67,904
Cost incurred by the Co. towards:		
Employer's Provident Fund	1,679	20,148
ESIC	455	5,457
Gratuity	673	8,072
Fixed Pay	16,798	201,582
<u>Monthly Take-Home Calculation, subject to TDS</u>		
	Monthly	
Gross Salary	13,992	
Less: Profession Tax	208	
Less: PF Employee's Contribution	1,679	
Less: ESIC Employee's Contribution	105	
Less: Applicable TDS		
TAKE HOME SALARY SUBJECT TO TAX	12,000	

I, **Mr. Joyson Ralph Jebadurai**, herewith confirm that I have read and understood all of the above-mentioned term and conditions and have no objection to abide with the same. I understand the implications of everything mentioned herein and agree with the same.

Signature:
Mr. Joyson Ralph Jebadurai

RAJ SOFTWARE SOLUTIONS

D.P.NO.28,SIDCO INDUSTRIAL ESTATE,
VALLIOOR,TIRUNELVELI. 627117.
PH.NO.9487403252.

Date: 29.05.2023.

APPOINTMENT ORDER

To:
Mr. RAJESH KANNAN.R,
5/6, M.THANGAMMAL PURAM,
MUTHIAH PURAM,
THOOTHUKUDI-628 005.

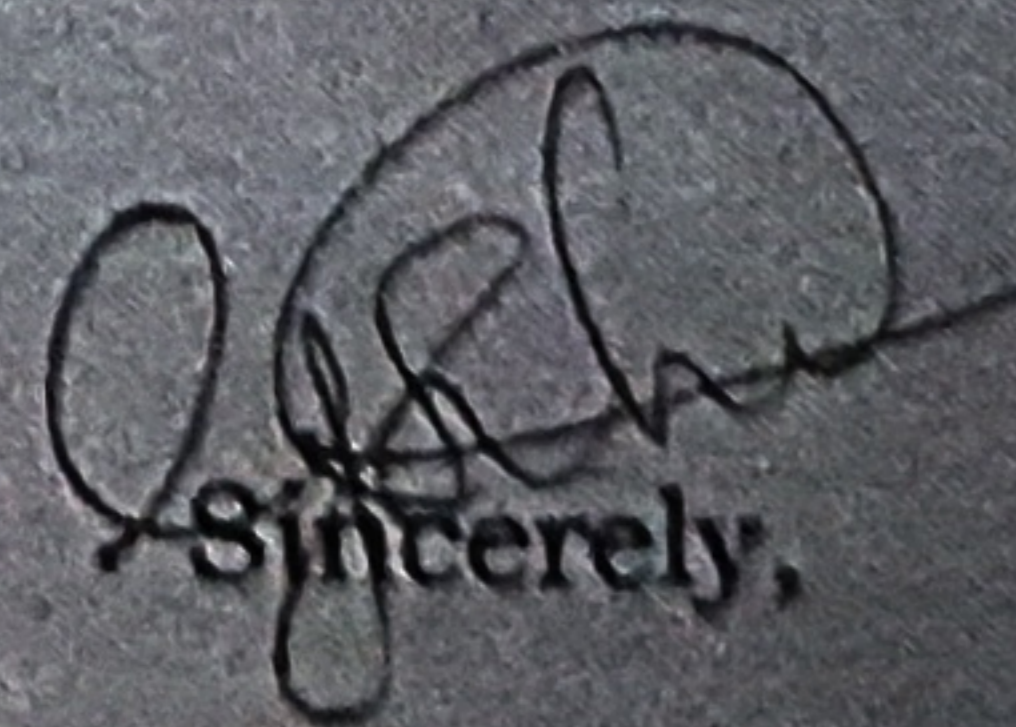
Dear Mr. RAJESH KANNAN R,

We are pleased to confirm you have been selected to work for our company, as Production Supervisor.

With reference to your interview (dated: 20.05.2023) for the above-mentioned post, we take pleasure in offering you this appointment as Production Supervisor in the consolidated pay of 12,000/-p.m. in our Company on the following terms and conditions:

Work Hours: Your working hours will start from 09:00 AM till 06:00 PM
Please note that the terms of your employment are subject to company policy and the company reserves the rights to amend or cancel these at any time.

We expect you to join on or before June 01, 2023 in line with discussion with you, otherwise this offer will stand withdrawn automatically. Your compensation will be reviewed in future as per Company policy.
We look forward to join our company in order to work with you.


Sincerely,

RAJ SOFTWARE SOLUTIONS
D.P.No.28, Sideo Industrial Eastate,
Vallioor, Tamil Nadu - 627.117

OFFER LETTER

Date: 01-APR-2023

19UME007

Dear Mr Lokesh S

We are pleased to offer you an employment in our organization as **Placement Aptitude Trainer**.

Your total compensation will be Rs. 2.40 Lakhs (Rupees Two lakh and forty thousand only) per annum.

Your offer has been made based on information furnished by you. However if there are any discrepancies with regard to the information given by you and/or in the copies of documents submitted by you we retain the right to review our offer of employment. You will be on a mandatory probation for a period of 13 months from the date of your joining. Employment as per this offer is subject to you being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We wish you a successful career with us.

For **SMART TRAINING RESOURCES INDIA PVT LTD**



ABILASHA.V
Sr. Executive - HR
M : 9600111688

I accept the offer and shall report to duty on or before _____

Signature of the Candidate



008

Sept 04, 2023

To,

Mr. K ASWIN

MADURAI

Dear Mr. K ASWIN,

Subject: Offer letter

Thank you for the keen interest you have shown in joining our organization. Consequent to your application, interviews, and subsequent discussions with us, we are pleased to offer you a career at DEP. Please accept our heartiest congratulations and a warm welcome to the DEP family.

You will be designated as Associate CAE Trainer.

The total gross compensation (total cost to company including benefits) offered is Rs.3,00,000/- per annum. Details are given in the attached annexure 2. Your date of joining would be Sept 04, 2023 (Subject to certain conditions mentioned below)

Please confirm your acceptance, in writing, of this offer on or before Sept 04, 2023 to the undersigned at the address given below:

DEP India Pvt., Ltd.,
2 / 86, 7th Avenue,
Ashok Nagar, Chennai – 600 083

K. Aswin
04/9/23

You will be on probation for a period of six months from the date of appointment/ joining and will continue to be on probation until your services are confirmed, in writing, by the Company.

You will be confirmed at the end of the probation period if your conduct and performance in the appointed position are found meeting the requirements of the Company during the period of probation.

19UMEB14

Offer: Computer Consultancy
Ref: TCSL/DT20223098193/Chennai
Date: 25/11/2022

Mr. Subhash Raaj K
61, Thulasiram Street Meenakshi Nagar,
Villapuram,
Madurai-625012,
Tamil Nadu.
Tel# 91-9360154621

Dear Subhash Raaj K,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20223098193

28-04-2023

Mr. JEEVA BALAN J,
780, MUNDAGAN STREET
NEAR JAKKAMMAL KOVIL STREET
SIVAKASI, TAMILNADU

Dear Mr. JEEVA BALAN J,

Sub: Joining Letter for the position: Graduate Engineer Trainee.

Further to the interview, we are pleased to offer you the post of **Graduate Engineer Trainee** at our Chennai Office.

You are requested to submit the following documents on your date of joining.

- Copy of date of birth certificate
- Academic credentials
- Last 3 month's pay slip from previous employer (If applicable)
- Previous company's relieving and experience letters (If applicable)
- Copy of PAN Card
- Copy of Address Proof
- 2 latest passport size coloured photographs.

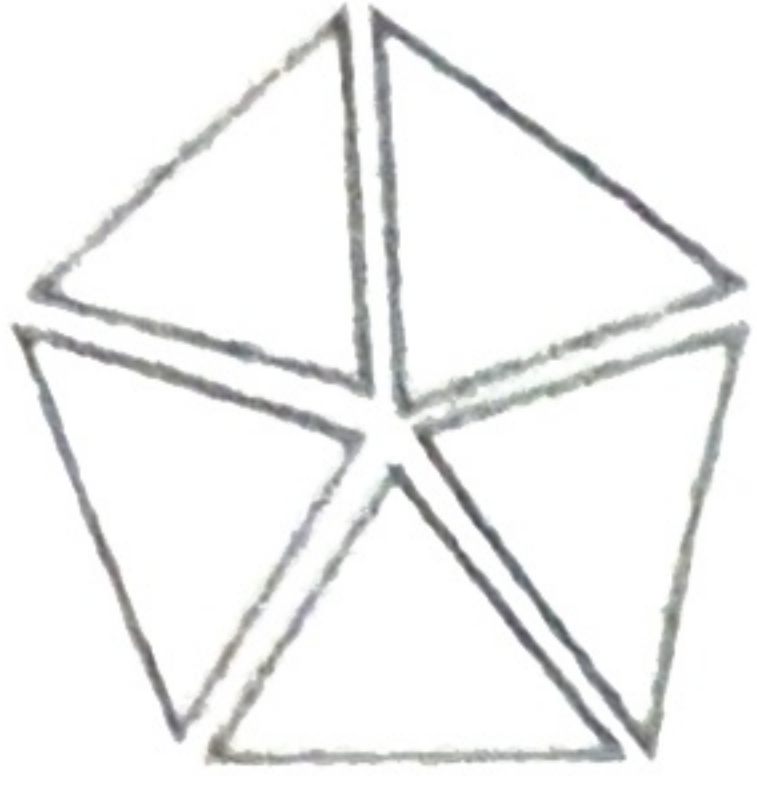
Kindly sign a copy of this letter as your acceptance for our records.

Best Regards,

For Micro Precision



(M. SAI BHARATHWAJ)
Vice President



MICRO PRECISION

Perfection in Every Dimension

Plot Nos. 235 & 237 Industrial Complex, Nehru Nagar, Perungudi P.O.,
Chennai 600 096, INDIA. E-mail: maqesh@microprecision.com
Fax: +91 44 2454 0237
GSTIN: 33AAAFM0995Q1ZU

28-04-2023

Mr. JEEVA BALAN J,
780, MUNDAGAN STREET
NEAR JAKKAMMAL KOVIL STREET
SIVAKASI, TAMILNADU

Contact No: +91-7598218823

Sub: Appointment Letter.

Dear Mr. JEEVA BALAN J,

1. Subsequent to the interviews and discussions held at Micro Precision, we are pleased to inform you that our organization has found you eligible for joining "Team Micro Precision". The terms and conditions of your employment are as appended below: -

- (a) Appointment: You are hereby initially appointed as "**Graduate Engineer Trainee**".
- (b) Reporting to: You will be directly reporting to the President.
- (c) Will be Groomed for following Roles & Responsibilities:
 - (i) Co-ordination of all Design activities:-
 - 2D drafting of existing drawings.
 - Reverse engineering of drawings using samples.
 - 3D modelling for theoretical analysis.
 - Fits and tolerances provision.
 - (ii) Trained to create dimensional reports for documentation and dispatch purposes.
 - (iii) Measures to improve ROI and improve speed in drafting.
 - (iv) Usage of metrology equipments and step in as quality team member when required.
- (d) Deliverables: Smooth and systematic conduct / completion of the jobs indicated in Para 1 (c) above.

-2-

115/17



-2-

(e) Secrecy and Confidentiality Clause: The Company is dealing with Indian Defence and associated industry and is bound by "Official Secrets Act", which will be applicable to you also. Further, you are not to disclose / discuss official matters with personnel / firms who are not authorized to receive such information.

(f) Termination Clause: Your employment may be terminated by the employer providing one month's notice or payment made in lieu thereof. You may also resign from your employment by providing a minimum of one month's notice. Your employment will be terminated summarily for any of the reasons listed in **Appendix A** attached to this letter of appointment.

(g) Probation Period: You will be on probation for a period of One year. During this period, your performance will be monitored and confirmation of permanent appointment in the grade of "**Graduate Engineer Trainee**" will be issued thereafter. In case of unsatisfactory performance during this period, your services are liable to be terminated without notice.

(h) Pay and Emoluments: The total initial salary will be Rs. 13,500/- per month with Lunch allowance of Rs. 75/- for days worked and Attendance Bonus of Rs. 1000/- (on attending work on all working days). The PF and ESI as per applicable provisions will be deducted and remitted to the Government along with Employer's contribution.

(i) Eligible for bonus / ex gratia depending on performance and rules and regulations of the company.

2. You are requested to report to our Chennai office at 08:30 AM on 02nd May'2023 in acceptance of your appointment.

- > Working days: Monday to Saturday
- > Working Hours: 8.30 AM to 7.00 PM

3. We hope to have a long, successful, professional relationship with you and wish you all the very best.

Thanking You

Yours sincerely,
For MICRO-PRECISION


(M. SAI BHARATHWAJ)
Vice President

190ME023



egrove
systems
PRIVATE LIMITED

Date: 29-May-2023

Letter of Offer

Dear Abishek KumarS

Warm Greetings!

1. Reference is made to the discussions we had with you. Our team who interacted with you felt unanimously that you will be an asset to our company in realizing our vision.
2. We have pleasure in extending a **Letter of Offer** to you, expressing our interest in associating you with us as an **"US IT Recruiter"** in our company.
3. Your Annual CTC is Rs.2,40,000 (Two Lakh Forty Thousand Only)
4. You are requested to complete the joining formalities immediately and submit the following documents.
 - a. Xerox Copy of all your Academic Certifications
 - b. Address Proof copy
 - c. ID Proof copy
 - d. Proof of Age
 - e. Pan card copy
 - f. 3 nos. of Passport Size Photographs
 - g. Appointment Order of the last worked Company if any.
 - h. Salary Slips for the past three months or Bank Statement if any.
 - i. Experience Certificate or relieving order if any
 - j. Previous employer details
5. A detailed Letter of appointment will be given to you on your completing the afore- mentioned formalities.
6. The letter of Offer will be valid for 2 days from the date of issue, beyond which it lapses.

We look forward to your joining eGrove Systems to have a long lasting and rewarding career.

Sincerely,

For eGrove Systems Pvt Ltd



SL Lumax Limited

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

APPRENTICE APPOINTMENT ORDER

Ref: SL/HR/415781

1908E 027

02.01.2023

GOVARTHANAN T
CHASSIS ASSEMBLY
415781

DEAR GOVARTHANAN T,

Further to your application dated **02.01.2023** and the interview you had with us on **02.01.2023** we are pleased to engage you as an Apprentice on terms and conditions mentioned below.

1. **PERIOD**: The Apprenticeship commences on 3 years from **02.01.2023** ends on **01.01.2026**
2. **STIPEND**: During the period of Apprenticeship, you will be paid a monthly stipend as follows:

a. I year	-Rs. 12,850.00
b. II year	-Rs. 14,250.00
c. III year	-Rs. 15,500.00

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

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

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

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

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

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

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

190 ME032



Sundram Fasteners Limited

REGISTERED & CORPORATE OFFICE
9B-A, VII FLOOR
DR. RADHAKRISHNAN SALAI,
MYLAPORE, CHENNAI - 600 004, INDIA
TELEPHONE : +91 - 44 - 28478500
PAN : AAACS8779D
CIN : L35997TN1962PLC004943
WEBSITE : www.sundram.com

Strictly Confidential

August 18, 2023

To:

Mr. Praveen Raj R,
No.59 B,Raja Nagar,
Iravadhanallur,
Madurai- 625009.

Dear Mr. Praveen Raj,

Appointment as Graduate Engineer Trainee

We are pleased to appoint you as Graduate Engineer Trainee in our organization as part of our Young Leaders Programme (YLP). Upon joining us, you will be put on a structured training for a period of one year from your date of joining and on satisfactory completion of training, you will be absorbed into our regular rolls in Grade E2 as Assistant Manager (on progression to Grade E4 over a period of 2 years). The following progressions and confirmation depends on your satisfactory performance during the said period.

The details of the compensation and benefits applicable to you are given in the Annexure 1 and General Terms and Conditions of Employment as applicable to all SFL employees in the Annexure 2. You will not be eligible for any other emoluments or payments. Your remuneration is confidential between you and the company and should not be discussed with anyone.

So long as you are in the employment of the company, you will, at all times, observe secrecy in respect of any manufacturing, technical, trade or business data or any other information that might come to your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company and not made available to the trade. Furthermore, you will not disclose them without authority of the company to anyone other than the company's officers authorized to receive the same and even after you have ceased to be in the service of the company, you shall not disclose them to anybody.



You shall not upon cessation from the services of the company, join a competitor for a period of three years from the date of cessation. During the training period, the company reserves the right to terminate your services at any time without notice, without assigning any reason or compensation. You should, in case of resignation, serve one month notice period. In the event of your being absorbed in the regular rolls of the company after training, your services are terminable with three months' notice or payment in lieu thereof, and such payment subject to a maximum period of one month, at the discretion of the management.

You will abide by all the rules and regulations of the company. You shall not engage yourself in any outside work over and above your legitimate work in the company, on duty days and when you are on leave.

You should accept transfer to any other place in our organization or to any of our group companies, in any other place, if required.

You shall not apply for any other job or studies outside while under training with us, without prior written permission from the Management.

With Best Wishes,

A handwritten signature in cursive script that reads 'Arathi Krishna'.

Arathi Krishna
Managing Director



Annexure 1: Compensation & Benefits Worksheet

NAME: Mr. Praveen Raj

GRADE: GET

SALARY COMPONENTS	Monthly	Annual	Remarks
MONTHLY BENEFITS	Rs.	Rs.	
Basic (B)	15,000	1,80,000	
Personal Allowance (PA)	7,283	87,400	
Monthly Sub Total	22,283	2,67,400	
RETIRALS (R)			
Employer's PF Contribution	1,800	21,600	As applicable
Retirals Sub Total	1,800	21,600	
Fixed Salary	24,083	2,89,000	
ANNUAL PAYMENTS			
Annual Special Pay		36,000	20% of basic (payable upon confirmation of service)
Total Cost to Company		3,25,000	
<i>Note: Amounts are subject to rounding off.</i>			
Hospitalisation Insurance - Mediclaim - Rs.1,00,000/- For Self			
Personal Accident Coverage - Rs.50,000/- per annum			
a) 2 sets of Uniforms will be provided every year. In the first year, the cost will be deducted from first three month's salary.			
b) 1 pair of shoes will be provided every year.			
In case you choose to leave the services of the company within 3 years of joining, the training cost incurred on you by SFL will be deducted from your final settlement			

041



Plot No.463, Bharathiyar Street, Email: support@featec.in
Managiri, KK Nagar, Madurai - 625 020 Phone: +91 8015941173

Date: 02-Feb-2023

Letter of Offer

Dear Vignesh A

Warm Greetings!

1. Reference is made to the discussions we had with you. Our team who interacted with you felt unanimously that you will be an asset to our company in realizing our vision.
2. We have pleasure in extending a **Letter of Offer** to you, expressing our interest to associate you with us in our company.
3. Your Annual CTC is Rs.1,92,000 (One Lakh Ninety-Two Thousand Only)
4. You are requested to complete the joining formalities immediately and submit the following documents.

- a. Xerox Copy of all your Academic Certifications
- b. Address Proof copy
- c. ID Proof copy
- d. Proof of Age
- e. Pan card copy.
- f. 3 nos. of Passport Size Photographs
- g. Appointment Order of the last worked Company if any.
- h. Salary Slips for the past three months or Bank Statement if any.
- i. Experience Certificate or relieving order if any
- j. Previous employer details

5. A detailed Letter of appointment will be given to you on your completing the aforementioned formalities.

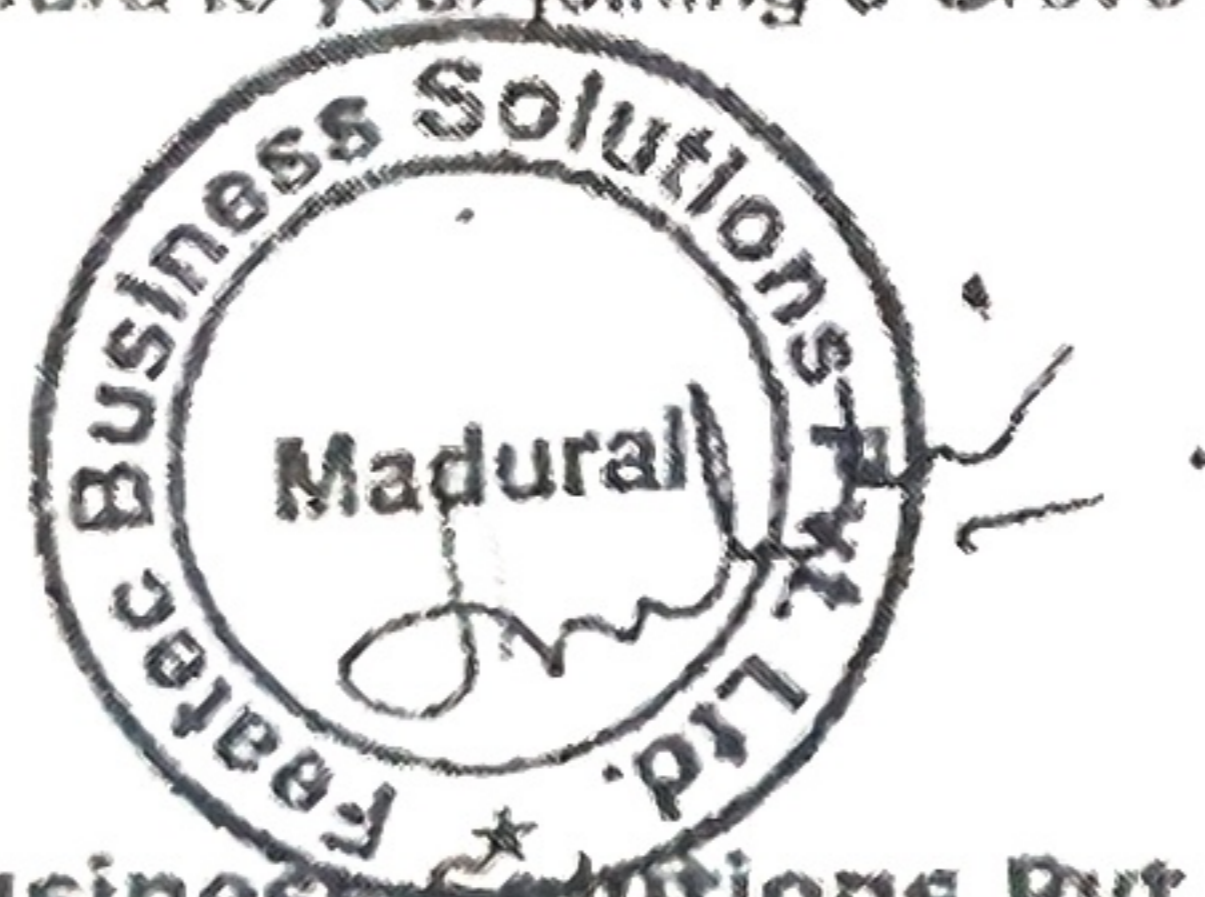
6. The letter of Offer will be valid for 2 days from the date of issue, beyond which it lapses.

We look forward to your joining e Grove Systems to have a long lasting and rewarding career

Sincerely,

HR Team

Featec Business Solutions Pvt Ltd



RAJ SOFTWARE SOLUTIONS

D.P.NO.28,SIDCO INDUSTRIAL ESTATE,
VALLIOOR,TIRUNELVELI. 627117.
PH.NO.9487403252.

Date: 29.05.2023.

APPOINTMENT ORDER

To:
Mr. ARAVINDAN.C,
26/A, RAMANUJAM NAGAR,
NILAYUR ROAD, THIRUPPARANKUNDRAM,
MADURAI-625 005.

Dear Mr. ARAVINDAN C,

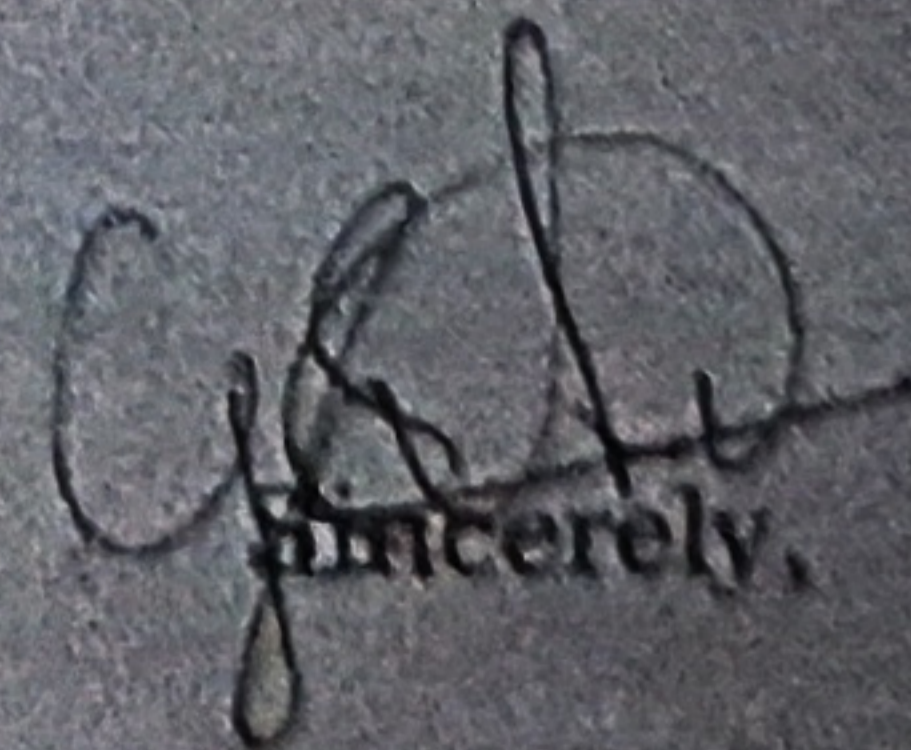
We are pleased to confirm you have been selected to work for our company, as Production Supervisor.

With reference to your interview (dated: 20.05.2023) for the above-mentioned post, we take pleasure in offering you this appointment as Production Supervisor in the consolidated pay of 12,000/-p.m. in our Company on the following terms and conditions:

Work Hours: Your working hours will start from 09:00 AM till 06:00 PM
Please note that the terms of your employment are subject to company policy and the company reserves the rights to amend or cancel these at any time.

We expect you to join on or before June 01, 2023 in line with discussion with you, otherwise this offer will stand withdrawn automatically. Your compensation will be reviewed in future as per Company policy.

We look forward to join our company in order to work with you.


Sincerely,

RAJ SOFTWARE SOLUTION
D.P.No.28, Sideo Industrial Estate,
Vallioor, Tamil Nadu - 627 117.

Date: 02-Feb-2023

Letter of Offer

Dear Vignesh NA

Warm Greetings!

1. Reference is made to the discussions we had with you. Our team who interacted with you felt unanimously that you will be an asset to our company in realizing our vision.
2. We have pleasure in extending a **Letter of Offer** to you, expressing our interest to associate you with us in our company.
3. Your Annual CTC is Rs.1,92,000 (One Lakh Ninety-Two Thousand Only)
4. You are requested to complete the joining formalities immediately and submit the following documents.

- a. Xerox Copy of all your Academic Certifications
- b. Address Proof copy
- c. ID Proof copy
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- e. Pan card copy.
- f. 3 nos. of Passport Size Photographs
- g. Appointment Order of the last worked Company if any.
- h. Salary Slips for the past three months or Bank Statement if any.
- i. Experience Certificate or relieving order if any
- j. Previous employer details

5. A detailed Letter of appointment will be given to you on your completing the aforementioned formalities.

6. The letter of Offer will be valid for 2 days from the date of issue, beyond which it lapses.

We look forward to your joining e Grove Systems to have a long lasting and rewarding career

Sincerely,

HR Team

Featec Business Solutions Pvt Ltd



RAJ SOFTWARE SOLUTIONS

D.P.NO.28,SIDCO INDUSTRIAL ESTATE,
VALLIOOR,TIRUNELVELI. 627117.
PH.NO.9487403252.

Date: 29.05.2023.

APPOINTMENT ORDER

To:
Mr. VENKATESHWARA.R,
1/178 MAHARISHI ARAVINDAN STREET,
NGO COLONY, ALWAR NAGAR,
NAGAMALAI PUTTUKOTTAI,
MADURAI-625 019.

Dear Mr. VENKATESHWARA R,

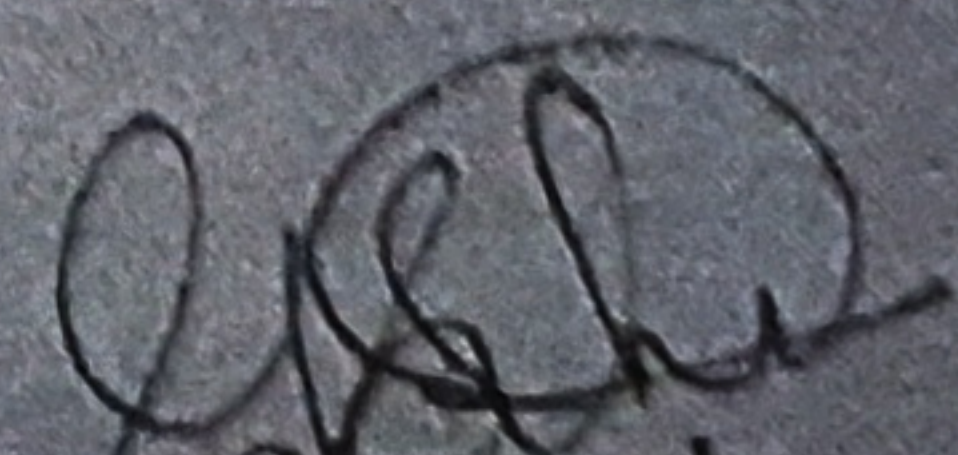
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We expect you to join on or before June 01, 2023 in line with discussion with you, otherwise this offer will stand withdrawn automatically. Your compensation will be reviewed in future as per Company policy.

We look forward to join our company in order to work with you.


Sincerely,

RAJ SOFTWARE SOLUTIONS
D.P.No.28, Sidco Industrial Estate
Vallioor, Tamil Nadu - 627 117

INDOCOOL COMPOSITES PRIVATE LIMITED

PLOT 40, 2ND AVENUE, PHASE II, ANNAI VELANKANNI NAGAR, CHENNAI,
TAMIL NADU, INDIA - 600 125

+91 44 2987 1928 | admin@indocoolcomposites.com | Indocool.in

INDOCOOL
Moulding the future

19 JUNE 2024

Unit 1: S38 & S39, Phase 3, SIPCOT Industrial Complex, Mugundarayapuram, Ranipet, Tamilnadu 632 405, India.

Unit 2: M5, S62 & S71, Phase 3, SIPCOT Industrial Complex, Mugundarayapuram, Ranipet, Tamilnadu 632 405, India.

GSTIN: 33AADC1817P1ZG CIN: U29296TN2013PTC090061 PAN No: AADC1817P IE Code: 0413031276

SALARY SLIP

SAL SLIP/2062/00001

Employee Name	RAMPRASATH C	Payroll Period	26-05-2023 to 25-06-2023
Employee ID	2062	Bank Account	1428108016649
Date of Joining	18-05-2023	Bank	CANARA BANK
Designation	GET	UAN	-
Department	Production - ICPL	ESI	-
Branch	Trichy	PF Account	-
		Payment Days	29.0 / 31.0

Earnings	Amount
Basic Salary ₹ 7918	₹ 7,918.00
House Rent Allowance ₹ 3167	₹ 3,167.00
Transport Allowance ₹ 1600	₹ 1,600.00
Washing Allowance ₹ 200	₹ 200.00
Special Allowance	₹ 3,575.00

Deductions	Amount
ESI (Employee)	₹ 122.00
Canteen	₹ 408.00
PF Contribution - Employee	₹ 1,620.00
Income Tax	₹ 0.00

Gross Earnings ₹ 16,460.00**Total Deductions** ₹ 2,150.00**Net Pay**

₹ 14,310.00

INR Fourteen Thousand, Three Hundred And Ten only.

RAMPRASATH C

INDOCOOL COMPOSITES PRIVATE LIMITED

This is a computer generated document and does not require a Signature

AUROLAB/HR/2023
17th June 2023

190ME 045

OFFER LETTER

Mr. S. GANESH KARTHIK,
S/o Shri . SUNDAR,
D. No. 69, Tharkash Street,
Near Old Busstand, Virudhunagar – 626 001.

Dear Mr Ganesh,

Further to your application and subsequent interview you had with us, we are pleased to offer you the position of “GRADUATE ENGINEER TRAINEE” based at MADURAI.

1. Your total compensation will be **Rs.22,500/- Per Month CTC (Rupees Twenty Two Thousand Five Hundred Only)**. A detailed letter specifying the terms and conditions of employment will be issued to you on your date of joining. Your compensation sheet is attached as Annexure – I.
2. You are liable to pay the statutory deductions.
3. You are requested to submit the following documents on the date of joining to process your Appointment letter. The documents required are as follows:
 - 3.1 Originals (for verification) and photocopies of all educational Qualifications as stated in the CV / Resume.
 - 3.2 Proof of Date of birth i.e. School leaving certificate or a document from board / University showing Date of birth and six passport-size photographs.
 - 3.3 Recent Provident fund account number (If Applicable).
 - 3.4 Permanent Address proof and Aadhaar card, PAN photocopy.
4. Your offer will be nullified if the information furnished by you is incorrect.

Kindly acknowledge and submit a duplicate copy of this offer letter.

Welcome to Aurolab !

For AUROLAB,



S. FRANKLIN RAJA

SR. MANAGER – HUMAN RESOURCE

047

Mr. Mickael Raj Pothakar Raj

Contact Number: +91- 9791358005

Chengalpattu, December 21, 2022

Ref: RNTBCI/HR/Dec 2022/291

Dear Mickael Raj Pothakar Raj,

We hereby offer you the position of a **Intern** with Renault Nissan Technology Business Centre India Pvt. Ltd ("RNTBCI"). Your Internship Period shall be for a period from **23 January 2023 to 22 June 2023**.

During this period, you will be entitled for a Stipend/Allowance of Rs.20,000/- (Rupees Twenty Thousand Only) per month.

You are required to submit the documents mentioned in Annexure A.

You shall be governed by the terms and conditions as stated herein (Annexure 2) and the rules and regulations as are applicable and stated in the staff manual of "RNTBCI". The staff manual is subject to further amendments as per the discretion of RNTBCI thereon.

RNTBCI family welcomes you.

You are expected to return an original signed copy of the present offer as confirmation of your acceptance of the terms and conditions of internship.

Thanks & Regards

For Renault Nissan Technology & Business Centre India Pvt Ltd

Venkata Subramanian
Head – Talent Acquisition

Acceptance of Offer
Mickael Raj Pothakar Raj



HR/DTSS/Aug/2023

Mr S.VIJAY KUMAR

[90ME 051

Sub: Fixed Term Appointment

Dear S.VIJAY KUMAR,

Welcome to DTSS,

We are pleased to appoint you on "Fixed term Employment" as a "NDT INSPECTOR" with effect from **01.08.2023** on the following terms and conditions:

1. Duration of Appointment

Your appointment shall be for a fixed term period starting on **01.08.2023** and shall automatically end after 11 months. This employment agreement shall be considered as null and void after the end date; unless the same is extended by the organization by way of a written communication addressed to you. Your fixed term employment with us is subject to the explicit condition of continuation of or shall be co-terminus with the contract with the principal employer at whose site you shall be deployed.

2. Assignment & Place of Posting

Your place of posting shall be " **TPI Composites India Private Limited** "where the project is undertaken by the organization. You will be issued a letter containing your job description. You will be required to comply with the policy, rule and regulations and the instructions that may be issued from time to time by the Company.

3. You have been appointed on fixed term basis and will not have any right nor have lien on the post you have been appointed for. You will have no claim over regular employment with the Company even if there is a vacancy for the post held by you or otherwise. In case for any unforeseen reason whatsoever, if you continue to work after the aforesaid specified fixed period without any letter of extension, such an event must not be deemed as an event which confers regular or permanent employee status on you. On such discovery of the event by the company your services shall be terminated forthwith without any notice or payment of salary in lieu thereof.

4. That during your employment with the Company, you are required to perform your duties efficiently, diligently and to the best of your ability and integrity and generally carry out duties and work as assigned to you from time-to-time. You shall obey and comply with all lawful orders and directions issued by the Company and shall punctually attend to your duties at the place or places where you are deputed or posted.

5. This appointment and its continuance till the term lasts is subject to your remaining physically fit. You shall appear before a medical practitioner appointed by the Company for the medical examination from time to time.

Salary

Your monthly gross salary will be **Rs.20966** (Please Refer Annexure I for detailed Salary Breakup) and your performance will be evaluated time to time. You will be entitled to all statutory benefits, in accordance with the provisions of local labour laws.

DUSTERS TOTAL SOLUTIONS SERVICES PVT. LTD.
No.11, Nagarjuna Nagar, 1st Street, Pangaraja Puram, Kodambakkam
Chennai - 600 024
CIN: U74999KA2007PTC042734

#ProudToBeAnIndianMNC
INDIA | SINGAPORE | AUSTRALIA | NEW ZEALAND

www.dtss.in





SUSTAINABLE SKILL CAPITAL PRIVATE LIMITED

Enhancing Skills

REF: SSCPL/HR/2022-23

Date : 15.03.2023

190MEDE

Dear A.Mohamed Irshath

Sub: Employment Offer Letter

With reference to your application and subsequent interviews you had with us, we have pleasure in offering you an employment in our Organization as "HVAC OPERATOR" based at JCI DLF – CHENNAI location you are expected to join our organization on or before 26.04.2022 without fail.

Please note that this offer of Employment offer shall become Null and Void automatically if you fail to join our Organization as per the above date along with the relieving letter from your previous employer.

The terms and conditions of appointment along with your final appointment letter and salary details will be issued on your date of joining the organization.

NET TAKE	BASIC	DA	HRA	PA	MONTHLY GROSS
14,500	6500	4500	3014	2420	16,434

On the day of joining, you are required to submit the following documents compulsory:

- Relieving letter from your previous employer.
- Proof of last drawn salary.
- 4 passport size photographs.
- Experience certificate.
- Proof of your educational background.
- Identity proof and Address proof.
- Family Photo (Not applicable to you).

We welcome you to our Organization.

Please sign and return to us the duplicate copy of this offer letter in token of your acceptance. And you will be given Appointment letter with in fifteen days from joining date.

Thanking you,

Yours Truly,

For Sustainable Skill capital (P) Ltd..

T. S. Pravanthar

Authorized Signatory.

dd

Date: 02-Feb-2023

Letter of Offer

Dear Hariharan R

Warm Greetings!

1. Reference is made to the discussions we had with you. Our team who interacted with you felt unanimously that you will be an asset to our company in realizing our vision.
2. We have pleasure in extending a **Letter of Offer** to you, expressing our interest to associate you with us in our company.
3. Your Annual CTC is Rs.1,92,000 (One Lakh Ninety-Two Thousand Only)
4. You are requested to complete the joining formalities immediately and submit the following documents.

- a. Xerox Copy of all your Academic Certifications
- b. Address Proof copy
- c. ID Proof copy
- d. Proof of Age
- e. Pan card copy.
- f. 3 nos. of Passport Size Photographs
- g. Appointment Order of the last worked Company if any.
- h. Salary Slips for the past three months or Bank Statement if any.
- i. Experience Certificate or relieving order if any
- j. Previous employer details

5. A detailed Letter of appointment will be given to you on your completing the aforementioned formalities.

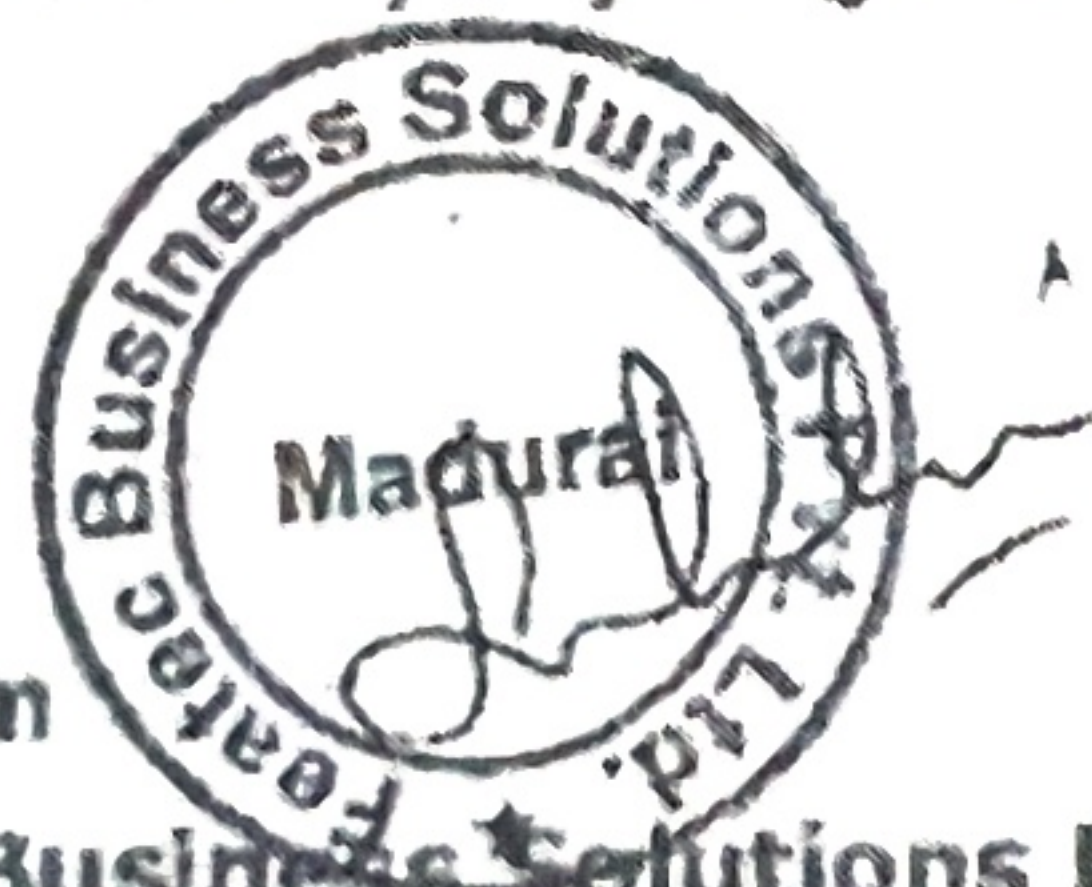
6. The letter of Offer will be valid for 2 days from the date of issue, beyond which it lapses.

We look forward to your joining e Grove Systems to have a long lasting and rewarding career

Sincerely,

HR Team

Featec Business Solutions Pvt Ltd



AUROLAB/HR/2023

17th June 2023

OFFER LETTER

190ME063

Mr S. SIVA SUBRAMANIAN,
S/o Shri . AP. SAKTHI MOHAN,
D. No. 1/238-A, Sooriyagandhi Street,
Balaji Nagar, Thiruppalai, Madurai – 625 014.

Dear Mr Siva Subramanian,

Further to your application and subsequent interview you had with us, we are pleased to offer you the position of "GRADUATE ENGINEER - TRAINEE" based at MADURAI.

1. Your total compensation will be Rs.22,500/- Per Month CTC (Rupees Twenty Two Thousand Five Hundred Only). A detailed letter specifying the terms and conditions of employment will be issued to you on your date of joining. Your compensation sheet is attached as Annexure – I.
2. You are liable to pay the statutory deductions.
3. You are requested to submit the following documents on the date of joining to process your Appointment letter. The documents required are as follows:
 - 3.1 Originals (for verification) and photocopies of all educational Qualifications as stated in the CV / Resume.
 - 3.2 Proof of Date of birth i.e. School leaving certificate or a document from board / University showing Date of birth and six passport-size photographs.
 - 3.3 Recent Provident fund account number (If Applicable).
 - 3.4 Permanent Address proof and Aadhaar card, PAN photocopy.
4. Your offer will be nullified if the information furnished by you is incorrect.

Kindly acknowledge and submit a duplicate copy of this offer letter.

Welcome to Aurolab !

For AUROLAB,



S. FRANKLIN RAJA

SR. MANAGER – HUMAN RESOURCE

190ME009



FORM No.25-C

2



ZF Commercial Vehicle Control Systems India Limited

Plot No.AA8, Central Avenue, SEZ, MWC, Chengalpet - 603 002.

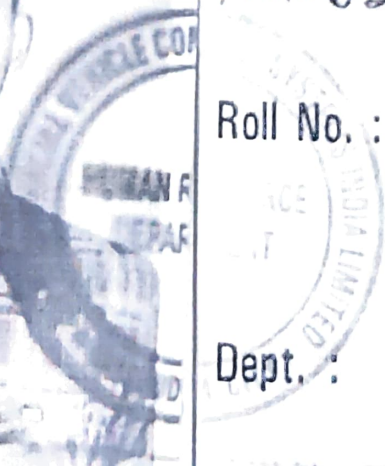
Tel : +91-44-4744 2000 Regn.No. KM 7885



Name : P. BHUVANESH
PANDIAN

Roll No. : 186837

Dept. : TPM



INDOCOOL COMPOSITES P. T. LTD.,

SURVEILLANCE SERVICES INDIA PVT. LTD.

107/2, K. P. Nagar, Village, Injapur Taluk,

Palani District, Palani - 624 306, Tamil Nadu



Name: T. DEEPAN KARTHIK

Identification No.: 7397

Date of printing: 01/03/2023

Navul

Authorised Signature



REF : TIL/HR/May2023/148
DATE : 22, May 2023

19UMEO11

Mr. Gobinath M
2/25A, Madurai road,
Andipatti
Periyur (TK)

Subject: - Offer as "GET – Production (Assembly)"

Dear Mr. Gobinath

With reference to the interview you had with us, we are pleased to inform you that you have been selected for the above position in our Organization. You will be reporting to our **Bangaluru Plant** for joining. You will be on **probation for a period of 12 months** from the date of your joining.

Your compensation will be as discussed mutually. Compensation structure is subjected to changes made by the Company from time to time in its accordance with the compensation scheme of the Company.

As a part of the joining process, you are requested to submit the photocopies of documents mentioned in the attached list. Also bring along with you all the certificates and testimonials in original for verification.

You are required to visit our empanelled hospital for medical check-up. This offer is subject to your being found medically fit by a company nominated Doctor/Medical Practitioner.

A formal appointment letter will be issued to you on your joining the Organization. You are required to join our Organization on or before 05 June, 2023 - Monday failing which this Offer of employment shall stand withdrawn.

Looking forward to having a long and fruitful association with Technico Industries.

Yours Faithfully,

For Technico Industries Limited

Chitra

Authorized Signatory.

Chitra

Prepared By:

TECHNICO INDUSTRIES LTD.

Works :
Ground Floor, Plot No. 207,
Sector-4, IMT Manesar,
Gurugram-122005 Haryana (India)

Corporate Office :
First Floor, Plot No. 207,
Sector-4, IMT Manesar,
Gurugram-122005, Haryana (India)
Tel. No. : +91-124-6181300

Regd. Office :
103, Pratap Bhawan,
Near Indian Express Building,
Bahadur Shah Zafar Marg,
New Delhi-110002

e mail : contact@technicoindustries.com
website : www.technicoindustries.com
CIN : U74210DL1985PLC019823

INDOCOL INDOCOOL COMPOSITES PVT LTD.,

TECHNOLOGIES INDIA PVT. LTD.,

Boothakkudi Village, Iluppur Taluk,
Alai, Pudukkottai - 621 316, Tamilnadu



Vinish kumar J

2001

ee No. :

Joining: 18/5/2023

Authorised Signature

Date: 05.06.2023.

To,

JEGANATHAN S

92, Maludaikulam
K.Pudur

Dear JEGANATHAN S

Sub: Offer letter for employment

With reference to your application for a career in our organization and subsequent to the discussions we had, we are pleased to offer you employment in our Organization as "GET - PLANT AND MACHINERY, Cadre S3".

We look forward to you joining us and expect your efforts to play a key in achieving VGN's goals. We are confident that we will be able to present you with an exciting and challenging career with commensurate rewards.

Your Annual Cost To the Company (CTC) will be as discussed and agreed by you.

Your compensation is a confidential matter between you and the company and you are expected to maintain secrecy of the same. The breakup of the salary will be issued to you at the time of joining.

If you are a trainee, you will be on training for a period of one year post which you will be on probation for a period of Six months and based on your performance your services will be confirmed with us in writing. The company reserves the right to reduce / dispense with or extend your probation period at its sole discretion.

If you are not a trainee, you will be on probation for a period of Six months and based on your performance your services will be confirmed with us in writing. The company reserves the right to reduce / dispense with or extend your probation period at its sole discretion.

This offer of employment is subject to verification of your academic & technical qualifications and professional experience. In case it is found that you have disclosed wrong information on any of the above the Company has the right to withdraw the offer immediately with out any notice.

Your employment is also subject to you being declared medically fit by the Company Designated Medical Practitioner. This offer stands withdrawn if you have been declared medically unfit by the Medical Practitioner.



FORM No.25-C

2



ZF Commercial Vehicle Control Systems India Limited

Plot No.AA8, Central Avenue, SEZ, MWC, Chengalpet - 603 002.

Tel : +91-44-4744 2000 Regn.No. KM 7885

Name : SATHEESH KUMAR K

Roll No.:

186839

Dept. :

TPM



FORM No 25-C

2

 ZF Commercial Vehicle Control Systems India Limited

Plot No AA8, Central Avenue, SEZ, MWC, Chengalpeta - 603 002

4 2000 Regn.No. KM 7885

Name : M. Kalidasan

Roll No. : 186912

Dept. : NPD



190 MED 70



FORM No.25-C

2

ZF Commercial Vehicle Control Systems India Limited
Plot No.AA8, Central Avenue, SEZ, MWC, Chengalpet - 603 002.
Tel : +91-44-4744 2000 Regn.No. KM 7885



Name : S. Karthik

Roll No. : 186838

Dept. : PMD

VISION WIND POWER TECHNOLOGIES INDIA PVT. LTD.
07, Boothakkudi Village, Iluppur Taluk,
Mimalai, Pudukkottai - 621 316 Tamilnadu



Name : RAMANATHAN

Employee No. : 7389

Date of Joining : 01/03/2023

Authorised Signature

APPOINTMENT ORDER

Date: 12/04/2023

To
Mr Narendran K
1/90 Bommakottai,
Kalayar karisal kulam post ,
Aruppukottai,
Virudhunagar (dt) 626105

Sub: Your appointment as GET

We have pleasure in offering you a position as GET (Laser department) in our works located at No-139, Sidco Industrial Estate, Chennai. During the probation period (3-6months), your services can be terminated, if your work is adjudged to be unsatisfactory by giving you 30 days notice (or) equivalent wages in lieu. Your duties will include Programming and operating the laser cutting machine and designing related activities in 2D in CAD software and maintain work place cleanliness by observing 5S, loading / unloading of tools/consumables to the machines, Preparing and implementing Production schedule, Raw material planning & optimizing ,Wastage reduction and ensure and follow proper systems and standards . Maintain procedures for machine maintenance related activities like daily / weekly/ monthly / annual and preventive maintenance; ensure production of quality components manufactured by proper operation of Laser cut machine In Shop floor , carry out and handle minor repairs on tools & tackles etc., In case you will be asked to work in rotating shift duties (including night shifts) for production related work on injection Molding Machines / Sheet Metal Shop and any other duties that may be assigned to you by the supervisory staff. You have to maintain& update all related documentation works and take all measures related to avoiding non conformance raised in your works with respect to production / quality, for the machines / tools

We welcome you to our organization and trust that you will work hard with commitment and enthusiasm to complete the tasks assigned to you.

If the above terms and conditions are acceptable by you, please return the duplicate copy of this letter, duly signed as a token of your acceptance latest by 12th April 2023. You will be expected to join our organization w.e.f 13th April 2023

Yours faithfully,
for Raini Industries India Private Limited.

K. Jaishankar
(Authorised Signatory)

K. Narendran
Accepted

INDOCOOL COMPOSITES PVT LTD.

INDIA PVT. LTD.,

Unit No. and SE No. 07, Boothakkudi Village, Duppur Taluk,
Virudhachari Road, Virudhachari, Poduikkottai-620 300, Tamilnadu



R. Kumarath

Name

7398

Employee No

01/01/2023

Date of joining

R. Kumarath
Authorized Signature

Dated: 15 March, 2023

190 MED 50

Mr.S.RAGUL

Subject:

LETTER OF INTENT

With reference to your application and subsequent interview, you had with us we are pleased to offer you job as **GET** in our organization. On the terms mutually agreed upon.

Kindly join your duty on or before **01.04.2023**.

At the time of joining, you should bring the following documents

- Photocopies of date of birth, educational qualification, and other related certificates.
- Five copies of recent passport size photograph.
- Acceptance of resignation letter/reliving or service certificate about you having left the service of present employer.
- Aadhar Card, Cancelled Cheque and Pan Card.

Kindly, sign the duplicate copy of this letter as a token of your having accepted offer. The detailed appointment letter will be issued to you on your joining the company and complying with the above joining formalities.

We welcome you to our company and wish you all the best for a long and fruitful career in Dolphin machining solutions.

Thanking you,

Very truly yours,

For: Dolphin Machining Solutions.


S.Sukumar
MANAGER

I ACCEPT THE OFFER WITH THE STIPULATED CONDITIONS AND BEARING MY DUTIES ON OR BEFORE 01.04.2023

19UME035

APPOINTMENT ORDER

Date: 12 04 2023

To:
Mr Sivabarath
No 1/351 -1B , Valluvar Nagar,
Kuraikundu ,
Virudhunagar (dt) 626001

Sub: Your appointment as GET

We have pleasure in offering you a position as GET (Production Planning) in our works located at No-139, Sidco Industrial Estate, Chennai. During the probation period (3-6months), your services can be terminated, if your work is adjudged to be unsatisfactory by giving you 30 days notice (or) equivalent wages in lieu. Your duties will include Production planning and designing related activities in 2D in CAD software and maintain work place cleanliness by observing 5S, loading / unloading of tools/consumables to the machines, Preparing and implementing Production schedule, Raw material planning & optimizing, Wastage reduction and ensure and follow proper systems and standards. Maintain procedures for machine maintenance related activities like daily / weekly / monthly / annual and preventive maintenance; ensure production of quality components manufactured by proper operation of Laser cut machine. In Shop floor, carry out and handle minor repairs on tools & tackles etc., In case you will be asked to work in rotating shift duties (including night shifts) for production related work on injection Molding Machines / Sheet Metal Shop and any other duties that may be assigned to you by the supervisory staff. You have to maintain & update all related documentation works and take all measures related to avoiding non conformance raised in your works with respect to production / quality, for the machines / tools.

We welcome you to our organization and trust that you will work hard with commitment and enthusiasm to complete the tasks assigned to you.

If the above terms and conditions are acceptable by you, please return the duplicate copy of this letter, duly signed as a token of your acceptance latest by 12th April 2023. You will be expected to join our organization w.e.f 13th April 2023.

Yours faithfully,
for Raini Industries India Private Limited,


K. Lushankar
(Authorised Signatory)


Accepted



JMI TECH INDIA PVT LTD

G-27, SIPCOT INDUSTRIAL PARK, IRUNGATTURKOTTAI, SRIRANGAPURAM,
KANCHI DISTRICT, TAMIL NADU
INDIA - 602105

Payslip for the Month May-2023

EMPLOYEE
VIMAL A
12-01-2021
MAINTENANCE
TRAINING
PLANT 3

BANK
153160001181025
180018500193
3110
000
10011018100

BANK NAME
ACCOUNT NO
BANK IFSC CODE
BRANCH
LEAF NO

Particulars	Amount (Rs.)	Fixed Value (Rs.)	Deductions	Amount (Rs.)
Earnings	215.00	0.00	Professional Tax Amount	0.00
Performance Allowance	14,600.00	14,600.00	P.F.I	0.00
Basic Pay			Provident Fund	0.00
Gross Total	14,815.00	14,600.00	Deduction Total	0.00
Net Pay	14,815.00			

TWELVE THOUSAND SEVEN HUNDRED AND FORTY TWO

This is a computer generated Payslip. Hence, Signature is not required.