



# CHRIST THE KING ENGINEERING COLLEGE

Karamadai, Coimbatore - 641104

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

Ph: +91 91500 76729

Email: [principal@ckec.ac.in](mailto:principal@ckec.ac.in)

Web: [www.ckec.ac.in](http://www.ckec.ac.in)

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## ACADEMIC YEAR 2018-19 PLACEMENT



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S.NO.	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1.	Abyl vattakuzui	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE - ,abylarj@gmail.com	2.1LPA
2.	Aibin K sunny	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE aibinrav@gmail.com	2.1LPA
3.	Amruta john	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE- ,amirtuajohn@gmail.com	2.1LPA
4.	Anit Joy	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE ,anitjohn@gmail.com	2.1LPA
5.	Baskaran S	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE ,baskar@gmail.com	2.1LPA
6.	Binu james	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE, binuraj@gmail.com	2.1LPA
7.	Gowtham G	BE-CIVIL	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN	2.1LPA




*[Signature]*  
Dr.M.JEYAKUMAR, M.E..Ph.D.  
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Chikkarampalayam Village,  
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		ENGINEERING		NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE, gowathamraj@gmail.com	
8.	Priya jose	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE, priyajose@gmail.com	2.1LPA
9.	Candice FaustinaS	BE-CIVIL ENGINEERING	2019	V S D CONSTRUCTIONS,NO.1/538-B2, SITE NO 13, VIVIN NAGAR,VELLANAIPATTI MAIN ROAD,NEELAMBUR, COIMBATORE- ,candicerag@gmail.com	2.1LPA
10.	Anitha F	BE-COMPUTER SCIENCE AND ENGINEERING	2019	PTE INFOCOMM PVT LTD, ADDRESS: 1ST FLOOR12, SECTOR ,ALIGANJI, LUCKNO - ,anitharam@gmail.com	2.7LPA
11.	Athira P B	BE-COMPUTER SCIENCE ENGINEERING	2019	ALMASHINE TECHNOLOGIES PRIVATE LTD,11/5KATRIDE ARCADE ,MAHARABA ,GUJARAT, athirakg@gmail.com	2.4LPA
12.	Clara S	BE-COMPUTER SCIENCE ENGINEERING	2019	EC GROUP DATA SOFT PVT LTD,12 TH MAIN ROAD ,CHENNAI- clarads01@gmail.com	2,4LPA
13.	Cyril K joy	BE-COMPUTER SCIENCE ENGINEERING	2019	NETWIN INFO SOLUTIONS PRIVATE LIMITED ,67-71 ,3RD FLOOR,SATHYAM ARCADE,A WING, RAM WADI,VADGAONSHERI,PUNE-cyrilrag@gmail.com	4.6LPA
14.	Jaiseeda L	BE-COMPUTER SCIENCE ENGINEERING	2019	PTE INFOCOMM PVT LTD, ADDRESS: 1ST FLOOR12, SECTOR ,ALIGANJI, LUCKNO - .jaiseedaraj@gmail.com	2.7LPA
15.	Ashimaya banui	BE-COMPUTER SCIENCE ENGINEERING	2019	SUVION HOLDINGS PRIVATE LIMITED , NO 50 VINCAIY ARCADE ,KH SHATINGAR,BANGALORE ,asimiyabanu@gmail.com	1.4LPA
16.	Jesna jose	BE-COMPUTER SCIENCE ENGINEERING	2019	NAYGON TECHNOLOGIES PVT. LTD, 462 SHASTHIRI NAGAR ,PRAYGARAJ,UTTAR PRADESH- ,jesnajose@gmail.com	5.2LPA
17.	Karthiga K	BE-COMPUTER SCIENCE ENGINEERING	2019	SUVION HOLDINGS PRIVATE LIMITED , NO 50 VINCAIY ARCADE ,KH SHATINGAR,BANGALORE -karthika@gmail.com	1.4LPA
18.	Kumaran B	BE-COMPUTER	2019	ALMASHINE TECHNOLOGIES PRIVATE LTD,11/5 KATRIA	2.1LPA



  
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		SCIENCE ENGINEERING		GADE,MAHARABA ,GUJARAT-,alamarajesh@yahoo.com	
19.	Mariya dorothy C	BE-COMPUTER SCIENCE ENGINEERING	2019	EC GROUP DATA SOFT PVT LTD,12 TH MAIN ROAD ,CHENNAI- ,mariya202@gmail.com	2.1LPA
20.	Mary silivya epishpa J	BE-COMPUTER SCIENCE ENGINEERING	2019	NETWIN INFO SOLUTIONS PRIVATE LIMITED ,67-71 ,3RD FLOOR,SATHYAM ARCADE,A WING,RAM WADI,VADGAONSHERI,PUNE ,marysilvahepic@gmail.com	4.6LPA
21.	Melvin K jolly	BE-COMPUTER SCIENCE ENGINEERING	2019	PTE INFOCOMM PVT LTD, ADDRESS: 1ST FLOOR12, SECTOR ,ALIGANJI, LUCKNO .melvilnra@gmail.com	2.7LPA
22.	Mercy K	BE-COMPUTER SCIENCE ENGINEERING	2019	NAYGON TECHNOLOGIES PVT. LTD, 462 SHASTHIRI NAGAR ,PRAYGARAJ,UTTAR PRADESH-mercykrah@gmail.com	5.2LPA
23.	Narayana madhan D	BE-COMPUTER SCIENCE ENGINEERING	2019	SUVION HOLDINGS PRIVATE LIMITED , NO 50 VINCAAY ARCADE ,KH SHATINGAR,BANGALORE -naraya@gmail.com	1.4LPA
24.	Riya roy	BE-COMPUTER SCIENCE ENGINEERING	2019	ALMASHINE TECHNOLOGIES PRIVATE LTD,11/5 KATRIA GADE,MAHARABA ,GUJARAT-,riyaroy@gmail.com	2.4LPA
25.	Ruban raj A	BE-COMPUTER SCIENCE ENGINEERING	2019	PTE INFOCOMM PVT LTD, ADDRESS: 1ST FLOOR12, SECTOR ,ALIGANJI, LUCKNO . rubanraj001@gmail.com	2.7LPA
26.	Sachin suresh	BE-COMPUTER SCIENCE ENGINEERING	2019	NAYGON TECHNOLOGIES PVT. LTD, 462 SHASTHIRI NAGAR ,PRAYGARAJ,UTTAR PRADESH-sachin@gmail.com	5.2LPA
27.	Sindhu T	BE-COMPUTER SCIENCE ENGINEERING	2019	ALMASHINE TECHNOLOGIES PRIVATE LTD,11/5 KATRIA GADE,MAHARABA ,GUJARAT-sindhu@gamil.com	2.7LPA
28.	Sumthra C	BE-COMPUTER SCIENCE ENGINEERING	2019	NETWIN INFO SOLUTIONS PRIVATE LIMITED ,67-71 ,3RD FLOOR,SATHYAM ARCADE,A WING,RAM WADI,VADGAONSHERI,PUNE sumithra1@gmail.com	4.6LPA
29.	Switha C	BE-COMPUTER	2019	SUVION HOLDINGS PRIVATE LIMITED , NO 50 VINCAAY ARCADE ,KH	1.4LPA



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		SCIENCE ENGINEERING		SHATINAGAR,BANGALORE -switha@gmail.com	
30.	Umamakeshwari P	BE-COMPUTER SCIENCE ENGINEERING	2019	EC GROUP DATA SOFT PVT LTD,12 TH MAIN ROAD ,CHENNAI- ,umamageshwari12@gmail.com	2.4LPA
31.	Divya V	BE-COMPUTER SCIENCE ENGINEERING	2019	NETWIN INFO SOLUTIONS PRIVATE LIMITED ,67-71 ,3RD FLOOR,SATHYAM ARCADE,A WING,RAM WADI,VADGAONSHERI,PUNE, cyrilrav@gmail.com	4.6LPA
32.	Ajantha N	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET,RAM NAGAR ,COIMBATORE ajantharam11@gmail.com	5LPA
33.	Akil mathew	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	HCL TECHNOLOGIES LTD, PLOT NO .3A,SECTOR 126,NOIDA 201 304 ,UP INDIA,ahilmath01@gmail.com	4.2LPA
34.	Aldrin thomoas	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET,RAM NAGAR ,COIMBATORE,aldrinras12@gmail.com	5LPA
35.	Buruslee A	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET,RAM NAGAR ,COIMBATORE, bruseraj@gmail.com	5LPA
36.	Jaya shree P	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	CSS CORP PRIVATE LIMITED,NO 38 A&B ,9 TH &10 FLOOR, AMBIT PARK, INDUSTRIAL ESTAE,AMABATUR,jayshreeran@gmail.com	2.4LPA
37.	Jithin raj	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	CSS CORP PRIVATE LIMITED,NO 38 A&B ,9 TH &10 FLOOR, AMBIT PARK, INDUSTRIAL ESTAE,AMABATUR ,jithindev@gmail.com	2.4LPA
38.	Maya mohini B	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET,RAM NAGAR ,COIMBATORE ,mayamoh12@gmail.com	5LPA
39.	Reshama M	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	CSS CORP PRIVATE LIMITED,NO 38 A&B ,9 TH &10 FLOOR, AMBIT PARK, INDUSTRIAL ESTAE,AMABATUR,reshmahil@gmail.com	3.7LPA
40.	Francis jebak C	BE-ELECTRICAL	2019	CSS CORP PRIVATE LIMITED,NO 38 A&B ,9 TH &10 FLOOR, AMBIT	3.7LPA



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		AND ELECTRONICS ENGINEERING		PARK, INDUSTRIAL ESTIAE,AMABATUR transis01@gmail.com	
41.	Prakash R	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	HCL TECHNOLOGIES LTD, PLOT NO .3A,SECTOR 126,NOIDA 201 304 ,UP INDIA, prakeshraj01@gmail.com	4,2LPA
42.	Venkatesh M	BE-ELECTRICAL AND ELECTRONICS ENGINEERING	2019	HCL TECHNOLOGIES LTD, PLOT NO .3A,SECTOR 126,NOIDA 201 304 ,UP INDIA, vengateshdds@gmail.com	4.2LPA
43.	Annamariya jose	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET, RAM NAGAR ,COIMBATORE ,marryrose10@gmail.com	5LPA
44.	Christeena alphonse	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET, RAM NAGAR ,COIMBATORE ,christinamar@gmail.com	5LPA
45.	Ilayavaanan R	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET, RAM NAGAR ,COIMBATORE ,ilayavaananram@gmail.com	5LPA
46.	Kavya S	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET, RAM NAGAR ,COIMBATORE ,kavyagi@gmail.com	5LPA
47.	christo george	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	PRIMESOC TECHNOLOGIES,No12 ,43 RD STREET, ASHOK NAGAR,6TH AVENUE CHENNAI, christonova@gmail.com	2.4LPA
48.	Bency Daniel	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	PRIMESOC TECHNOLOGIES,No12 ,43 RD STREET, ASHOK NAGAR,6TH AVENUE,CHENNAI bincyrai@gmail.com	2.4LPA
49.	Athul p roshan	BE-ELECTRONICS	2019	PRIMESOC TECHNOLOGIES,No12 ,43 RD STREET, ASHOK	2.4LPA




  
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		AND COMMUNICATION ENGINEERING		NAGAR,6TH AVENUE CHENNAI athulagan@yahoo.com	
50.	Mynavathi G	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	IDBI FEDERAL LIFE INSURANCE ,11/5 SENGUPUTHA STREET, RAM NAGAR ,COIMBATORE ,myanareva@gmail.com	5LPA
51.	Paul dominic	BE-ELECTRONICS AND COMMUNICATION ENGINEERING	2019	PRIMESOC TECHNOLOGIES,No12 ,43 RD STREET, ASHOK NAGAR,6TH AVENUE ,pauldom12@gmail.com	2.4LPA
52.	Abin fransis	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, Abingeroge@gmail.com	1.9LPA
53.	Aby jose	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -,Aby joserey@gmail.com	1.9LPA
54.	Adarsh M sijen	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, Adarshram@yahoo.com	1.9LPA
55.	Adarsh Tfgransis	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore Tfgransis@gmail.com	1.9LPA
56.	Adharsh P babu	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, baburaju@gmail.com	1.9LPA
57.	Alan Joy	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore Joy001rav@gmail.com	1.9LPA
58.	Alex thomoas	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore - thomoasman12@gmail.com	1.9LPA
59.	Anoop dhamotharan	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore anoopgju52@gmail.com	1.9LPA
60.	Arjun K	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, arjun012@gmail.com	1.9LPA
61.	Ashil anthony	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore - ashil023@gmail.com	1.9LPA
62.	Broks B Gomez	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore broksraj01@gmail.com	1.9LPA



  
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63.	Chandra kanth R	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, chandramanoj85@gmail.com	1.9LPA
64.	Ciril jiji	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, ciril002@gmail.com	1.9LPA
65.	Clins A S	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -,clins001raj@gmail.com	1.9LPA
66.	Dino nixin N M	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -,dinoraj@gmail.com	1.9LPA
67.	Jaya chinnaya C	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -,jaya12@gmail.com	1.9LPA
68.	Jwel solomony	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore - Jwel 65@gmail.com	1.9LPA
69.	John jose	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore - josejose@yahoo.com	1.9LPA
70.	John peter S	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, peterreji01@gmail.com	1.9LPA
71.	Joskutty pious	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, pious01@gmail.com	1.9LPA
72.	Milton jusde M	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, Milton02@yahoo.com	1.9LPA
73.	Sarathsebasten	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore basten02raj@gmail.com	1.9LPA
74.	Shijin N M	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore - Shijinraj@gmail.com	1.9LPA
75.	Simson wilson	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore - wilson12@gmail.com	1.9LPA
76.	Soniya B	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore - Soniya12@gmail.com	1.9LPA
77.	Sreerag T	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -,Sreerag ram1@gmail.com	1.9LPA
78.	Stefiin sebastian	BE-MECHANICAL ENGINEERING	2019	C.R.I. PUMPS PRIVATE LIMITED,7/46-1, Keeranatham Road,Saravanampatty,Coimbatore -, Stefiin01@yahoo.com	1.9LPA



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2019



**VSD CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**


Coimbatore-062  
16 February 2019

Dear, Baskaran

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** (The Company) as **Design Engineer** at our office located in Coimbatore on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **21000 per month**.
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** (The Company). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment
9. You're Salary and monetary compensation package is details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.



  
**Dr. M. J. F. Y. R. KUMAR, M.E., Ph.D**  
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11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with VSD Constructions or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, notwithstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - if you are found guilty, at any point of time of ~~moral turpitude of dishonesty~~ in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or
    - if it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or
    - if during the period of your service, ~~it is found that you are gainfully~~ employed, simultaneously, with some other company or
    - if during the period of your services, ~~the management comes to the~~ conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



*[Signature]*  
 D.M.JE. C. CUMAR, M.E., P.H.D.  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikkarampalaya Village,  
 Karamadai, Mettupalayam Taluk,  
 Coimbatore - 641 104.




15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
20. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to VSD Constructions family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,  
Proprietor



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

2019



**V S D CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**

Coimbatore-662  
16 February 2019

Dear, Amrutha John

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** ("the Company) as **Design Engineer** at our office located in Coimbatore on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **21000** per month.
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college marksheet and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** ("the Company"). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment.
9. Your Salary and monetary compensation package details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.




**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with VSD Constructions or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any Intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, not withstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - ~~If you are found guilty, at any point of time of moral turpitude of dishonesty in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or~~
    - ~~If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or~~
    - ~~If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or~~
    - ~~If during the period of your services, the management comes to the conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.~~
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



  
D. M. JEYAKUMAR, M.E., P.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karambadi, Merrupalayam Taluk,  
Coimbatore - 641 104.

15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.
20. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.


We take pleasure in welcoming you to VSD Constructions family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,

Proprietor




  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karambali, Mettupalayam Taluk,  
Coimbatore - 641 104.





11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with VSD Constructions or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, not withstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - If you are found guilty, at any point of time of ~~mere turpitude of dishonesty~~ in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or
    - If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or
    - If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or
    - If during the period of your services, ~~the management comes to the~~ conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



  
**Dr. M. JEYAKUMAR, M.E., P.D.**  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikachudrayan Village,  
 Karimnagar, Metturpalsayam Taluk,  
 Coimbatore - 641 104.



15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that becomes available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
20. In case any of the information furnished by you during the selection process is found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.


We take pleasure in welcoming you to **VSD Constructions** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,

Proprietor



  
**Dr. M. J. YAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

2019



**V S D CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**


Coimbatore-062  
16 February 2019

Dear, Priya Jose

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** ("the Company) as **Site Engineer** at our office located in Coimbatore on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **17000 per month**.
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** ("the Company"). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment.
9. You're Salary and monetary compensation package is details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.




  
**D. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karanadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with **VSD Constructions** or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, notwithstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or
    - If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or
    - If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or
    - If during the period of your services, the management comes to the conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



  
D. N. JAYAKUMAR, M.E., P.H.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamnadi, Mettupalayam Taluk,  
Coimbatore - 641 104.

15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
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We take pleasure in welcoming you to **VSD Constructions** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,

Proprietor



  
Dr. M. J. KARTIKEYAN, M.A., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkasapalayam Village,  
Kankwadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



2019



**V S D CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**

Coimbatore-062  
16 February 2019

Dear, Gowtham

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** (The Company) as **Site Engineer** at our office located in Coimbatore on the following terms and conditions


1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **16000 per month**.
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** (The Company). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment.
9. Your Salary and monetary compensation package is details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.



**Dr. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaraupalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with VSD Constructions or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person except those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, not withstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - ~~If you are found guilty, at any point of time of moral turpitude of dishonesty in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or~~
    - ~~If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or~~
    - ~~If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or~~
    - ~~If during the period of your services, the management comes to the conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.~~
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



  
D.M. JAYARAMAN, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampattayam Village,  
Karambalei, Metturpattayam Taluk,  
Coimbatore - 441 104.



15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company.
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.
20. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.


We take pleasure in welcoming you to VSD Constructions family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,

Proprietor



  
Dr. M. JEYAKUMAR, M.E., P.O.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamudai, Mettupalayam Taluk,  
Coimbatore - 641 104.

2019



**V S D CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**


Coimbatore-062  
16 February 2019

Dear, Candice Faustina

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** ("the Company") as **Design Engineer** at our office located in Coimbatore on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **21000 per month**
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college marksheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** ("the Company"). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment.
9. You're Salary and monetary compensation package is details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.




  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE  
Chickarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with VSD Constructions or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person except those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, notwithstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - If you are found guilty, at any point of time of ~~gross turpitude of dishonesty~~ in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or
    - If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or
    - If during the period of your ~~service, it is found that you are gainfully~~ employed, simultaneously, with some other company or
    - If during the period of your ~~services, the management comes to the~~ conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work, Management can terminate your services.
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



  
Dr. M. JEYAKUMAR, M.S., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

15. On joining the company, a formal agreement to effect non-disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, except on the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company.
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.
20. In case any of the information furnished by you during the selection process is found to be incorrect or false, and/or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.


We take pleasure in welcoming you to **VSD Constructions** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,

Proprietor



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarsampalayam Village,  
Karamadai, Memupalayam Taluk,  
Coimbatore - 641 104.



2019



**VSD CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**


Coimbatore-062  
16 February 2019

Dear, Binu James

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** ("the Company") as **Site Engineer** at our office located in Coimbatore on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **13000 per month**.
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college marksheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** ("the Company"). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment.
9. Your Salary and monetary compensation package is details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.



  
**Dr. M. JEYARAJUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chickaramalayam Village,  
Karimnagar, Mertupalayam Taluk,  
Coimbatore - 641 104.

11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with VSD Constructions or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, notwithstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - If you are found guilty, at any point of ~~time of moral turpitude of dishonesty~~ in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or
    - If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or
    - If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or
    - If during the period of your services, ~~the management comes to the~~ conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



  
 DR. M. JEEVADEVI, M.E., P.H.D.  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikkarampalayam Village,  
 Karamadai, Mettupalayam Taluk,  
 Coimbatore - 641 104.



15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
20. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.


We take pleasure in welcoming you to **VSD Constructions** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,

Proprietor



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkankuppalayam Village,  
Karanadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

2019



**V S D CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**


Coimbatore-062  
18 February 2019

Dear, Anit Joy

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** ("the Company") as **Site Engineer** at our office located in Coimbatore on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **17000 per month**.
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college marksheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** ("the Company"). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment.
9. You're Salary and monetary compensation package is details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.



  
**Dr. M. Jeyakumar, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karanadai, Metturpalayam Taluk,  
Coimbatore - 641 104.



11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with VSD Constructions or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person except those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, not withstanding any other commitments in this letter
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - ~~If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or~~
    - ~~If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or~~
    - ~~If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or~~
    - ~~If during the period of your services, the management comes to the conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work, Management can terminate your services.~~
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



*[Signature]*  
 D. N. JEVAKUMAR, M.E., Ph.D.  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chakkarampalayam Village,  
 Karamadai, Metturpalayam Taluk,  
 Coimbatore - 641 104.

15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
20. In case any of the information furnished by you during the selection process is found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to **VSD Constructions** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,

Proprietor



**Dr. MJEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikarampalayam Village,  
Karasadai, Mettupalayam Taluk,  
Coimbatore - 541 104.



2019



**V S D CONSTRUCTIONS**  
NO.1/538-B2, SITE NO 13, VIVIN NAGAR,  
VELLANAIPATTI MAIN ROAD,  
NEELAMBUR, COIMBATORE-641062

**APPOINTMENT ORDER**


Coimbatore-062  
18 February 2019

Dear, Aby L. Vettakuzhi

With reference to Campus Interview, we are pleased to offer you an employment with **VSD Constructions** (the Company) as **Site Engineer** at our office located in Coimbatore on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be **19000 per month**.
3. At the time of joining, you are advised to furnish in original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments. Aadhar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college marksheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing **1 years** of bond with **VSD Constructions** (The Company). Your bond period commences after successful completion of training.
5. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
6. Your position is subject to your commitment of service for 1 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
7. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 1 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your completion of such resignation or psymnt in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
8. Company will not provide you relieving or experience letter until you serve the company for 1 years as per your commitment.
9. Your Salary and monetary compensation package is details are in annexure.
10. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.



  
**DR. N. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarasapalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

11. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with **VSD Constructions** or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
12. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person except those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
13. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, not withstanding any other commitments in this letter.
- Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your manager, it would be assumed that you have voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of VSD management.
  - Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
  - Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
  - Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
  - Professional Ethics:
    - if you are found guilty, at any ~~point of time of moral turpitude of dishonesty~~ in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or
    - if it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or
    - if during the period of your ~~service, it is found that you are gainfully~~ employed, simultaneously, with some other company or
    - if during the period of your ~~services, the management comes to the~~ conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.
14. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.



*Dr. M. JEYAKUMAR, M.S., Ph.D.*  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikkampalayam Village,  
 Karamadal, Metturpalayam Taluk,  
 Coimbatore - 641 104.




15. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements
16. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
17. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
18. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
19. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
20. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to **VSD Constructions** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us



Sincerely,  
Proprietor



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**IndianMoney**



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interference, corrupt practices, any misconduct, breach of trust, non-compliance with the administrative orders or provisions of service rules and regulations and conditions.

- By the company without notice if any time it has been found that the declarations or information including that given for seeking employment furnished by you proved to be false and/or misleading and/or it has been found that you had willfully suppressed any information to the company.
- By the company at any time if you are declared insolvent or convicted of any offense involving any moral turpitude or found suspected of or misappropriation of money or others assets of the company.

In case of breach of any of these conditions you shall be liable, in addition to termination of services to pay damages to the extent of loss suffered by the company. In case of default the company shall be entitled to withhold and appropriate your salary and other monetary benefits due to you till such times as the said amount are fully recovered.

#### 9. Employment Dispute Resolution

- 9.1 In the event of a dispute, the parties will attempt to resolve any personal grievance or employment relationship problem as close to the point of origin as possible and in consonance with the Company policy on employment dispute resolution.

#### 10. Defaults

- 10.1 If any action is brought to enforce the Company's rights or obligations under this Agreement, if the Company is the prevailing party in such action, then Company will be entitled to reimbursement from you all of its costs and expenses incurred in bringing or defending such action, including, without limitation, court costs and reasonable attorneys' fees and expenses. You acknowledge and agree that all of the Company's rights and remedies set forth in this Agreement are cumulative and are in addition to all other rights and remedies available to the Company, at law, in equity or otherwise.



*Dr. M. Jeeyammar*  
**Dr. M. JEYAMMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 101

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)





## NETWIN INFOSOLUTIONS PVT. LTD.

67-71, 3rd Floor, Satyam Arcade, 'A' Wing, Ramwadi, Vadgaonsheri,  
Pune-Nagar Road, Pune - 411 014. • Ph. : (020) 26633546 / 26633142  
Email : info@netwinindia.biz • Website : www.netwininfosolutions.com

Documents provided by you will be verified and if there is a discrepancy in the copies of documents or certificates given by you as a proof we retain the right to review our offer of employment.

In case if you fail to comply any of these above, this Offer Letter will automatically canceled. Please send your acceptance through mail.

Thanking you,

**For Netwin Infosolutions**

**Director**



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



## NETWIN INFOSOLUTIONS PVT. LTD.

67-71, 3rd Floor, Salyam Arcade, 'A' Wing, Ramwadi, Vadgaonsheri,  
Pune-Nagar Road, Pune - 411 014. • Ph. : (020) 26633546 / 26633142  
Email : info@netwinindia.biz • Website : www.netwininfosolutions.com

### Annexure - A

Salary structures bifurcated as under:


Netwin Infosolutions Pvt. Ltd.					
Offer Details					
	Monthly	Annual		Monthly	Annual
Basic	8000	96000	PF	960	11520
HRA	4800	57600	Bonus		6300
Education	3600	43200	Gratuity		4615
Conveyance	3600	43200	Leave Benefit		14000
Variable	3000	36000	Mediclaime		1000
			Medical Reimbursement		1500
			Agreement Amount (Annualised)		0
Gross Salary		276000	Total Allowances & Perks		38935.4
Total CTC	314935.38				

\*Variable salary is based on the monthly PPI (Personal performance index) + CPI (Company performance index)

-Bonus paid only once a year

**Total CTC: Rs. 314935.38 /- (Per annum)**



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.





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Email : info@netwinindia.biz • Website : www.netwininfosolutions.com

Date: 4th May 2019.

### Appointment order

To,

Ms. MARY  
SILVIYA EPSIPHA  
J,

**Sub: Appointment order for the post of Software Engineer.**

Dear Mr. MARY SILVIYA EPSIPHA J,

With reference to the personal interview you had with us on **16<sup>th</sup> April 2019**, we hereby offer you the post of **Software Engineer** with our Organization. You should join Netwin latest by **17<sup>th</sup> May 2019 at Nasik by 10.30 am.**

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

This Offer Letter is subject to the following conditions:

- 1) Netwin should receive your letter within 2 days of issue of this letter.
- 2) You should submit to Netwin a copy of your Resignation Letter given to your current company, latest by **17<sup>th</sup> May 2019.**
- 3) You should submit the following documents to Netwin by **17<sup>th</sup> May 2019.**
- 4) Photocopy of your passing certificates (Including SSC, HSC, B. Sc., BE, PGDCA.)
- 5) Photocopy of Ration Card & Electricity Bill.
- 6) Photocopy of Driving License/PAN Card.
- 7) Photocopy of Appointment Letter (Present Company).
- 8) Photocopy of Resignation Letter & Relieving Letter.
- 9) Photocopy of latest Salary Slip.
- 10) Photocopy of Experience Certificate.
- 11) Six Passport size photographs.



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



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Email: info@netwinindia.biz • Website: www.netwininfosolutions.com

Documents provided by you will be verified and if there is a discrepancy in the copies of documents or certificates given by you as a proof we retain the right to review our offer of employment.

In case if you fail to comply any of these above, this Offer Letter will automatically canceled. Please send your acceptance through mail.

Thanking you,

**For Netwin Infosolutions**

**Director**



  
**Dr. M. JEYANUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
Chikkarampalayam Village,  
Karamalai, Mettupalayam Taluk,  
Coimbatore - 641 104.





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### Annexure - A

Salary structures bifurcated as under:


Netwin Infosolutions Pvt. Ltd.					
Offer Details					
	Monthly	Annual		Monthly	Annual
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Variable	3000	36000	Mediclaim		1000
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Gross Salary		276000	Total Allowances & Perks		38935.4
Total CTC	<b>314935.38</b>				

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-Bonus paid only once a year

**Total CTC: Rs. 314935.38 /- (Per annum)**



  
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PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
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Coimbatore - 641 104.



## NETWIN INFOSOLUTIONS PVT. LTD.

87-71, 3rd Floor, Satyam Arcade, 'A' Wing, Ranwadi, Vadgaonsheri,  
Pune-Nagar Road, Pune - 411 014 • Ph : (020) 28833546 / 28833142  
Email : info@netwinindia.biz • Website : www.netwininfosolutions.com

Date: 4th May 2019.

### Appointment order

To,

Ms DIVYA V,

Sub: Appointment order for the post of Software Engineer.

Dear DIVYA V,

With reference to the personal interview you had with us on **16<sup>th</sup> April 2019**, we hereby offer you the post of **Software Engineer** with our Organization. You should join Netwin latest by **17<sup>th</sup> May 2019 at Nasik by 10.30 am.**

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

This Offer Letter is subject to the following conditions:

- 1) Netwin should receive your letter within 2 days of issue of this letter.
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- 11) Six Passport size photographs.



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Merrupalayam Taluk,  
Coimbatore - 641 104.





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Email: info@netwinindia.biz • Website: www.netwininfosolutions.com

Documents provided by you will be verified and if there is a discrepancy in the copies of documents or certificates given by you as a proof we retain the right to review our offer of employment.


In case if you fail to comply any of these above, this Offer Letter will automatically canceled. Please send your acceptance through mail.

Thanking you,

**For Netwin Infosolutions**

**Director**



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampallyam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



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Email : info@netwinindia.biz • Website : www.netwininfosolutions.com

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Salary structures bifurcated as under:

Netwin Infosolutions Pvt. Ltd.					
Offer Details					
	Monthly	Annual		Monthly	Annual
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Variable	3000	36000	Mediclaime		1000
			Medical Reimbursement		1500
			Agreement Amount (Annualised)		0
Gross Salary		276000	Total Allowances & Perks		38935.4
<b>Total CTC</b>	<b>314935.38</b>				

\*Variable salary is based on the monthly PPI (Personal performance index) + CPI (Company performance index)

-Bonus paid only once a year

**Total CTC: Rs. 314935.38 /- (Per annum)**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.





## NETWIN INFOSOLUTIONS PVT. LTD.

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Email : info@netwinindia.biz • Website : www.netwininfosolutions.com

### Annexure – B

#### Standard Conditions of Employment

1. You would follow the Standard Conditions of Employment of the company. The Standard Conditions of Employment will relate to various matters relating to your working with the Company, including hours of work, holidays, leave, code of conduct, confidentiality policy etc.
2. The Standard Conditions of Employment may be changed by the Company from time to time at the sole discretion of the Company and such changed Standard Conditions of Employment shall become applicable to you forthwith, upon issue of notice for the same.

#### Representations

3. You hereby represent that all the contents of your resume, testimonials, references, previous employment details and other information furnished by you are true and accurate.
4. If any of the above particulars are found to be incorrect or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

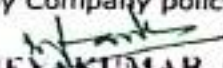
#### Whole Time Employment

5. You shall be a full time employee of the Company and will devote your professional energies entirely towards the conduct of your duties under your employment with the Company.
6. During your employment with the Company, you shall not simultaneously engage yourself in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity, whether part-time or full-time, or directly or indirectly.

#### Compensation

7. Your compensation is based on your qualifications, skill sets and overall experience. Therefore, the compensation payable to you by the Company is unique and personal and any comparison of the same with those of others will be of no relevance.
8. Your salary will be reviewed yearly as per the policy of the company. However, the company reserves its right to increase or decrease this period based on your performance. Your increments in the salary are discretionary and will be subject to and on the basis of effective performance and financial goals of the company during the period.
9. Except to the extent prescribed by law, the breakup of compensation shall be entirely at the discretion of the Company but will be based on such factors as level of employment, tax efficiency, fairness and management convenience.
10. Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of the Company except where required by Company policy.



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
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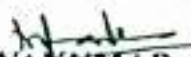
### **Assignment, Transfer and Deputation**

11. Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

### **Standing Orders**

12. You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
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Pune-Nagar Road, Pune - 411 014 • Ph. : (020) 26633546 / 26633142  
Email : info@netwinindia.biz • Website : www.netwininfosolutions.com

Date: 4th May 2019.

### Appointment order

To,

Ms. Cyril K Joy,  
Nasik

**Sub: Appointment order for the post of Software Engineer.**

Dear Ms. Cyril K Joy,

With reference to the personal interview you had with us on **16<sup>th</sup> April 2019**, we hereby offer you the post of **Software Engineer** with our Organization. You should join Netwin latest by **17<sup>th</sup> May 2019 at Nasik by 10.30 am.**


You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

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Dr. M. JEYAKUMAR, M.E..Ph.D.  
PRINCIPAL  
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Chikkarampalayam Village,  
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Thanking you,

**For Netwin Infosolutions**

**Director**



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
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**Total CTC: Rs. 314935.38 /- (Per annum)**



  
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2. The Standard Conditions of Employment may be changed by the Company from time to time at the sole discretion of the Company and such changed Standard Conditions of Employment shall become applicable to you forthwith, upon issue of notice for the same.

#### Representations

3. You hereby represent that all the contents of your resume, testimonials, references, previous employment details and other information furnished by you are true and accurate.
4. If any of the above particulars are found to be incorrect or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.


#### Whole Time Employment

5. You shall be a full time employee of the Company and will devote your professional energies entirely towards the conduct of your duties under your employment with the Company.
6. During your employment with the Company, you shall not simultaneously engage yourself in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity, whether part-time or full-time, or directly or indirectly.

#### Compensation

7. Your compensation is based on your qualifications, skill sets and overall experience. Therefore, the compensation payable to you by the Company is unique and personal and any comparison of the same with those of others will be of no relevance.
8. Your salary will be reviewed yearly as per the policy of the company. However, the company reserves its right to increase or decrease this period based on your performance. Your increments in the salary are discretionary and will be subject to and on the basis of effective performance and financial goals of the company during the period.
9. Except to the extent prescribed by law, the breakup of compensation shall be entirely at the discretion of the Company but will be based on such factors as level of employment, tax efficiency, fairness and management convenience.
10. Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of the Company except where required by Company policy.



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
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Coimbatore - 641 104.





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### **Assignment, Transfer and Deputation**

11. Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

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Chikkarampalayam Village,  
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Coimbatore - 641 104.



**PIE INFOCOMM PVT. LTD.**

Where Quality Matters...



ISO Certified  
Regn.No.-  
174120UP3  
011PTC0440

## APPOINTMENT LETTER

DATE 17<sup>th</sup> MAY 2019

EMPLOYEE CODE: PI/21/1039B

**JAISEEDA L**

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as **JUNIOR SOFTWARE DEVELOPER** in our organization on the following Terms & Conditions:

- 1. JOB DESCRIPTION:** Working on software development projects that the organization assigns along with database development, training of interns assigned. Also constantly ensuring to provide contribution in growth and development of business organization.
- 2. KEY RESPONSIBILITIES:**
  - Working on development of databases, Web Designing
  - Coding and Developing software and websites
  - Development of Application Software and websites using JAVA, PHP, ASP.NET, ANDROID Technologies
  - Testing the product in controlled, real situations before going live
  - Preparation of training manuals for users
  - Interacting with clients – Both of Training and Development
  - Striving to provide services to organization for business development
  - Interaction with perspective clients to get projects for the organization
- 3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.



*[Signature]*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.

ADDRESS: 1<sup>st</sup> Floor - 12, Sector E, Aliganj, Lucknow - 226024

MOBILE: 9453760339

WEBSITE: [www.pieinfocomm.org](http://www.pieinfocomm.org)

EMAIL: [pieinfocomm@yahoo.com](mailto:pieinfocomm@yahoo.com), [hr.pieinfocomm@gmail.com](mailto:hr.pieinfocomm@gmail.com)



4. **EMOLUMENTS:** You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take a home salary of the salary would be Rs 2.8 Lakhs Per Annum [consolidated].
5. **LEAVE:** As per rules of the company in force and may be varied from time to time. Organization provides 1 day casual leave to every person in a month.
6. **WORKING HOURS:** 8 hrs. (9:00 am to 5:00 pm)
7. **DATE OF JOINING:** 23.MAY.2019

**NOTE:** As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization <sup>(read Annexure-1)</sup>.

Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,

**VIJAY KUMAR JAISWAL**  
**(DIRECTOR)**  
**PIE INFOCOMM PVT. LTD.**



  
**D.M. JEYAKUMAR** M.E., Ph.D.  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641-104.

ADDRESS: 1<sup>st</sup> Floor B - 12, Sector E, Aliganj, Lucknow - 226024.

MOBILE: 9453760339

WEBSITE: [www.pieinfocomm.org](http://www.pieinfocomm.org)

EMAIL: [pieinfocomm@yahoo.com](mailto:pieinfocomm@yahoo.com), [hr.pieinfocomm@gmail.com](mailto:hr.pieinfocomm@gmail.com)

APPOINTMENT ORDER

Dear JESNA JOSE

We are pleased to offer you an Employment with **Naygon Technologies Private Limited** associated Software deployment company **Nadeab Technology** based on the interview discussions you had with us . Details of the terms and conditions of offer are as under:

1. You will be designated as " **React Native Developer**" for **Prayagraj** Location.
2. Your date of commencement of Employment will be on or before **03-September-2019**
3. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
4. Your fixed annual ctc to Company Rs **5,30,000/-PA** Including PF, Contribution Employer/Employee, Bonus, Gratuity and Insurance (If Applicable)
5. You will have to serve a Notice Period for **2 Months**.
6. You will be on probation for a period of **3 Months** from the date of joining.

• Please bring along the below listed documents / details on your day of joining.

1. Address Proof (Copy of Aadhar card/ Passport / Driving licence/Voter ID Card) (any one of them).
2. Copies of Academic Certificates (all from 10<sup>th</sup> to Highest).
3. Copy of Resignation Letter with acknowledgement.
4. Copy of Relieving letter from previous employer (Original).
5. Proof of compensation last drawn (3 Months - Original).
6. Six passport size photographs (Recent).
7. Bank Passbook or pay slip of the last comp



  
**Dr. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.





**AYGON TECHNOLOGIES PVT. LTD**  
10, software technology parks of India, MNNIT Allahabad, Uttar Pradesh

### Guidelines

1. Working hours of employees are 8 hour.
2. Office timing will be 10AM to 6 PM.
3. Work will be assigned as task based.
4. 2nd & 4th Saturday will close.
5. 11 Leave and one half day allowed per month (can't take leave without permission).

### Acceptance

I hereby accept the above offer along with the terms & conditions of employment offered to me .I shall join the company on

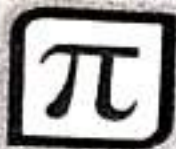
Name :

Date of Joining:

Signature :



*Dr. M. Jeyakumar*  
**Dr. M. JEYAKUMAR, M.E., PH.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karimnagar, Mettupalayam Taluk,  
Coimbatore - 641 104.



**PIE INFOCOMM PVT. LTD.**

Where Quality Matters...



## APPOINTMENT LETTER

DATE 17<sup>th</sup> MAY 2019

EMPLOYEE CODE: PI/21/1039B

ANITHA.F

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as JUNIOR SOFTWARE DEVELOPER in our organization on the following Terms & Conditions:

**1. JOB DESCRIPTION:** Working on software development projects that the organization assigns along with database development, training of interns assigned. Also constantly ensuring to provide contribution in growth and development of business organization.

**2. KEY RESPONSIBILITIES:**

- Working on development of databases, Web Designing
- Coding and Developing software and websites
- Development of Application Software and websites using JAVA, PHP, ASP.NET, ANDROID Technologies
- Testing the product in controlled, real situations before going live
- Preparation of training manuals for users
- Interacting with clients – Both of Training and Development
- Striving to provide services to organization for business development
- Interaction with perspective clients to get projects for the organization

**3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.



*[Signature]*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
**PRINCIPAL**

CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

ADDRESS: I, II & III, Sector E, Aliganj, Lucknow - 226024.

MOBILE: 9453760339

WEBSITE: [www.pieinfocomm.org](http://www.pieinfocomm.org)

EMAIL: [pieinfocomm@yahoo.com](mailto:pieinfocomm@yahoo.com); [hr.pieinfocomm@gmail.com](mailto:hr.pieinfocomm@gmail.com)



4. **EMOLUMENTS:** You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take a home salary of , the salary would be Rs 2.8 Lakhs Per Annum [consolidated],
5. **LEAVE:** As per rules of the company in force and may be varied from time to time. Organization provides 1 day casual leave to every person in a month.
6. **WORKING HOURS:** 8 hrs. (9:00 am to 5:00 pm)
7. **DATE OF JOINING:** **23.MAY.2019**

**NOTE:** As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization <sup>(read Annexure-1)</sup>.

Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,

**VIJAY KUMAR JAISWAL**  
**(DIRECTOR)**  
**PIE INFOCOMM PVT. LTD.**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
**Chikkarampalayam Village,**  
**Karamadai, Mettupalayam Taluk,**  
**Coimbatore - 641 104.**

**ADDRESS: 1<sup>st</sup> Floor B - 12, Sector E, Aliganj, Lucknow - 226024.**

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**WEBSITE: [www.pieinfocomm.org](http://www.pieinfocomm.org)**

**EMAIL: [pieinfocomm@yahoo.com](mailto:pieinfocomm@yahoo.com), [hr.pieinfocomm@gmail.com](mailto:hr.pieinfocomm@gmail.com)**

## ANNEXURE - I

1. As soon as the candidate joins or Organization, they undergo rigorous Observation test of 15 initial days. Once they pass the observation test, we put them forth onto evaluate.
2. The Observation and Evaluation test, are a matter of concern to each candidate, in order to survive further in our organization.
3. The initial 3 months, candidates shall in-corporate with their mentors to complete their successful completion of training period.
4. The candidates are judged on various parameters related to work and behavior. No Candidate is liable to question organization, of their existing survival after all successful modes of observation/evaluation made eventually. The authority holds no assurance.
5. No candidate is advised to leave the Organization before prior notice to the management. Your service may be terminated by the company without assigning any reason by giving one month's notice of your intention to do so or salary in lieu of such notice
6. The company may at its discretion waive the notice and relive you earlier. In such an event, you will be paid salary only up to the last date of your employment with the company.
7. The management shall have right to recover amount equivalent to one Month salary by deducting it from the amount due to you or in any lawful manner in case you leave the services without giving one month's notice before hand in writing as stipulated here in above.



*M. Jevaraj*  
Dr. M. JEYARAJ, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,

Chikkarampalayam Village,  
Mannampalayam Taluk,  
Coimbatore - 641 104.

ADDRESS: 1 - B - 12, Aliganj, Coimbatore - 641 104.  
PHONE: 9453760339

WEBSITE: [www.pieinfocomm.org](http://www.pieinfocomm.org)

EMAIL: [pieinfo.comm@yahoo.com](mailto:pieinfo.comm@yahoo.com), [hr.pieinfocomm@gmail.com](mailto:hr.pieinfocomm@gmail.com)



8. Company is authorized to make any kind of changes in joining date for new joiners, which purely depends upon the situation and availability of external as well as internal factors of the organization. No candidates further are requested to question the authority.
9. If any of the employees leaves the organization without giving any prior notice of one month the company will take action against that employee. Company will not be liable to release the salary of last working month and will not provide any kind of experience certificate as well as pay check in any case.



*[Signature]*  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
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## ANNEXURE -II

### DECLARATION

I ACCEPT THE TERMS AND CONDITIONS MENTIONED IN THIS OFFER LETTER AND I PROMISE TO ABIDE BY THE NORMS MENTIONED IN ANNEXURE-I, OF THE ORGANIZATION. I SHALL STAND RESPONSIBLE FOR ANY DISCREPANCIES OF DETAILS FOUND DURING DOCUMENT VERIFICATION. IF I FOUND GUILTY, THE ORGANIZATION CAN TAKE LEGAL ACTION AGAINST ME.

SIGNATURE OF EMPLOYEE:

NAME OF EMPLOYEE:

DATE:



*Dr. M. Jeyakumar*  
Dr.M.JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarmpalayam Village,  
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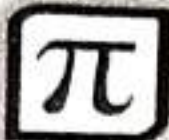
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**PIE INFOCOMM PVT. LTD.**

Where Quality Matters...



## APPOINTMENT LETTER

DATE 17<sup>th</sup> MAY 2019

EMPLOYEE CODE: PI/21/1039B

MELVIN K JOLLY

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as JUNIOR SOFTWARE DEVELOPER in our organization on the following Terms & Conditions:

- 1. JOB DESCRIPTION:** Working on software development projects that the organization assigns along with database development, training of interns assigned. Also constantly ensuring to provide contribution in growth and development of business organization.
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  - Preparation of training manuals for users
  - Interacting with clients – Both of Training and Development
  - Striving to provide services to organization for business development
  - Interaction with perspective clients to get projects for the organization
- 3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.



*M. Jeyaraj*  
Dr. M. JEYARAJ, M.E., Ph.D.  
PRINCIPAL,  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karanadai, Mettupalayam Taluk,  
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ADDRESS: 1<sup>st</sup> Floor - 12, Sector E, Aliganj, Lucknow - 226024.

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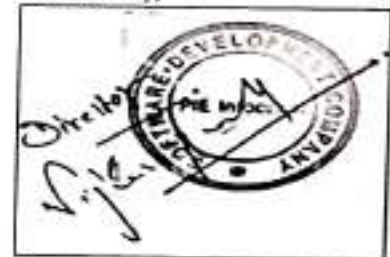
EMAIL: [pieinfocomm@yahoo.com](mailto:pieinfocomm@yahoo.com), [hr.pieinfocomm@gmail.com](mailto:hr.pieinfocomm@gmail.com)

4. **EMOLUMENTS:** You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take a home salary of the salary would be Rs 2.8 Lakhs Per Annum [consolidated].
5. **LEAVE:** As per rules of the company in force and may be varied from time to time. Organization provides 1 day casual leave to every person in a month.
6. **WORKING HOURS:** 8 hrs. (9:00 am to 5:00 pm)
7. **DATE OF JOINING:** **23.MAY.2019**

**NOTE:** As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization (read Annexure-1).

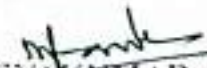
Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,



**VIJAY KUMAR JAISWAL**  
**(DIRECTOR)**  
**PIE INFOCOMM PVT. LTD.**



  
D.M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkerampalayam Village,  
Karamadai, Metturpalayam Taluk,  
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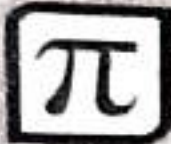
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**PIE INFOCOMM PVT. LTD.**

Where Quality Matters...



## APPOINTMENT LETTER

DATE 17<sup>th</sup> MAY 2019

EMPLOYEE CODE: PI/21/1039B

RUBAN RAJA

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as JUNIOR SOFTWARE DEVELOPER in our organization on the following Terms & Conditions:

- 1. JOB DESCRIPTION:** Working on software development projects that the organization assigns along with database development, training of interns assigned. Also constantly ensuring to provide contribution in growth and development of business organization.
- 2. KEY RESPONSIBILITIES:**
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  - Testing the product in controlled, real situations before going live
  - Preparation of training manuals for users
  - Interacting with clients – Both of Training and Development
  - Striving to provide services to organization for business development
  - Interaction with perspective clients to get projects for the organization
- 3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.



*[Signature]*  
Dr. M. JEYAKANTHAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
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4. **EMOLUMENTS:** You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take a home salary of , the salary would be Rs 2,8 Lakhs Per Annum [consolidated],
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7. **DATE OF JOINING:** **23.MAY.2019**


**NOTE:** As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization (read Annexure-I).

Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,

**VIJAY KUMAR JAISWAL**  
**(DIRECTOR)**  
**PIE INFOCOMM PVT. LTD.**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
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EMAIL: [pieinfocomm@yahoo.com](mailto:pieinfocomm@yahoo.com), [hr.pieinfocomm@gmail.com](mailto:hr.pieinfocomm@gmail.com)



IMCHR/OL185798

To,  
SWITHA C

07 JULY 2019

**Appointment Letter**

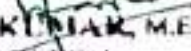
Dear, Mr. KARTHIGA K

We are delighted to appoint you as **Relationship Manager - FFA - Acquisition division** in our Organization M/s. Suvision Holdings Pvt. Ltd. This is the "Work from Home" based employment. Your continued employment is contingent upon the successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

**I. Appointment**

- 1.1 The Company hereby employs you as **Relationship Manager - FFA - Acquisition** on probationary basis and you hereby accept employment with the Company pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **18 July 2019**.
  - **Working hours and weekly off** - Your working hours will be fixed subject to the actual timings of duty being fixed by the management from time to time. Standard working hours: 9.00 am to 6.00 pm (Indian standard time).
  - **Standard work-days**: Six days working (Monday to Saturday), Sunday fixed off.
- 1.3 **Place of work and transfer** - Your present place of work will be at Home. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company at the sole discretion of the management and you shall perform such duties as may be assigned to you from time to time.
- 1.4 **Training & Certification** - You will have to complete 1 (one) week of virtual training followed by the certification process. No gap will be allowed between training days. No employee will be allowed to continue with the employment, if he/she takes any leave during the training period for



  
**DR. M. JEYAKUMAR, M.E., PH.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)

any reason. No training period salary will be paid in case you fail to clear the certification and you will not be allowed to continue with the employment.

- 1.5 **Probationary period** - You will be on probation for a period of three months from the date of your appointment. If in the opinion of the Management, you are found suitable for the post in which you have been appointed, your services will be confirmed in writing. During the period of your probation, management can terminate this appointment in 48 hours without any notice or payment.


## 2. Remuneration

- 2.1 Your remuneration will be agreed to INR 12000/- CTC. You will be eligible for your remuneration subject to the completion of 4hrs of talk time on a daily basis. You will be eligible for the company's daily incentive scheme which shall be communicated to you by the Manager (Human Resources Department) at the time of disbursement of salary.
- 2.2 You will receive Rs 3,000 attendance allowance if you are present for min 24 days in a Month (Employee will be eligible for Attendance allowances for 24 working days in a month, In case if the employee doesn't work for a minimum of 24 days in a month, the employee won't be eligible for Attendance allowances. Working days will be calculated based on the Talktime achieved.)
- 2.3 You will receive a Rs 7,000 performance allowance if you achieve Rs 1 lakh gross revenue in a Month.

## 3. Code of Conduct

- 3.1 During the period of employment, you will serve honestly, faithfully, diligently and efficiently for the growth of the Company. You shall honor your obligations under this Appointment Letter and any other agreement that you may be required to sign with the Company.
- 3.2 Your conduct shall be in conformity with the code of conduct, as in force from time to time. Further, you shall carry out the instructions in letter and spirit, given by your superiors and shall not disobey any instructions given.
- 3.3 You shall not indulge in any unethical practices like "go slow" or non-cooperation etc.
- 3.4 You would be required to apply and maintain the highest standards of professional and personal conduct and integrity and comply with all the policies and procedures of the Company including but not limited to policies related to Confidential Information (defined hereinafter). These policies are updated on a periodical basis and may be introduced from time to time. As and when this happens, you will be notified and you will be required to comply with the same.
- 3.5 Should the need for disciplinary action be deemed necessary, this will be taken in accordance with



  
Dr. M. J. VEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mertupalayam Taluk.

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No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : contact@IndianMoney.com



the Company's policies and procedures.

#### 4. Leave policy

Employees are expected to be punctual and dependable in order to meet the needs of the organization. Attendance and reliability are important factors in evaluating individual performance and continued employment. Your attendance will be maintained and calculated on the basis of your daily morning login at sharp 9:00 AM and evening logout as per your shift timings.

- 4.1 You will be entitled to leaves as per law in force and as laid down in the Standing Orders of the company.
- 4.2 If your absence can be anticipated, consult your immediate supervisor and obtain authorization to be absent for a specific period in advance. If you are unexpectedly delayed or unable to work for any reason, you must personally contact your appropriate supervisor immediately. Patterns of repeated absences from work will receive serious attention when the matter of excessive absenteeism is considered.
- 4.3 For sick leave case, your manager may request you to submit doctor's notes to avoid any progressive discipline process.
- 4.4 You will be entitled to 1 (one) earned leave per month for every 20 working days. Working days will be calculated based on the talk time achieved. You will not be eligible for earned leave for the month in case you have not achieved required talk time to calculate 20 working days for the month.
- 4.5 Employees who are unable to meet their employment obligations of regular, reasonable attendance and punctuality are subject to disciplinary action, up to and including termination of employment.

#### 5. Confidentiality

- 5.1 You shall keep confidential and retain in strictest confidence, any and all Confidential Information (hereinafter defined) of the Company, and shall use such Confidential Information only in furtherance of the performance of your duties.
- 5.2 All information, whether oral or written, transmitted or otherwise provided by or on behalf of the Company to you during your employment with the Company, and that should reasonably have been understood by you to be proprietary and confidential to the Company, including the confidential information of the Company's associates, affiliates, holding or subsidiary companies, and clients shall be treated as "Confidential Information".
- 5.3 At all times you will maintain absolute confidentiality about all matters relating to the business of



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

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India's Only Financial Education Helpline

From: 

Nashir U  
Chief Executive Officer  
Suvison Holdings Pvt. Ltd.



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
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IMCHR/OL185798

07 JULY 2019

To,  
Mr.NARAYANAMADHAD

### Appointment Letter

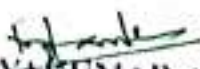
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PRINCIPAL  
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Chukkarampalayam Village,  
Kankwad, Coimbatore.

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- 1.5 **Probationary period** -You will be on probation for a period of three months from the date of your appointment. If in the opinion of the Management, you are found suitable for the post in which you have been appointed; your services will be confirmed in writing. During the period of your probation, management can terminate this appointment in 48 hours without any notice or payment.

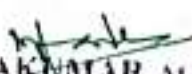
## 2. Remuneration

- 2.1 Your remuneration will be agreed to INR 12000/- CTC. You will be eligible for your remuneration subject to the completion of 4hrs of talk time on a daily basis. You will be eligible for the company's daily incentive scheme which shall be communicated to you by the Manager (Human Resources Department) at the time of disbursement of salary.
- 2.2 You will receive Rs 3,000 attendance allowance if you are present for min 24 days in a Month (Employee will be eligible for Attendance allowances for 24 working days in a month, In case if the employee doesn't work for a minimum of 24 days in a month, the employee won't be eligible for Attendance allowances. Working days will be calculated based on the Talktime achieved.)
- 2.3 You will receive a Rs 7,000 performance allowance if you achieve Rs 1 lakh gross revenue in a Month.

## 3. Code of Conduct

- 3.1 During the period of employment, you will serve honestly, faithfully, diligently and efficiently for the growth of the Company. You shall honor your obligations under this Appointment Letter and any other agreement that you may be required to sign with the Company.
- 3.2 Your conduct shall be in conformity with the code of conduct, as in force from time to time. Further, you shall carry out the instructions in letter and spirit, given by your superiors and shall not disobey any instructions given.
- 3.3 You shall not indulge in any unethical practices like "go slow" or non-cooperation etc.
- 3.4 You would be required to apply and maintain the highest standards of professional and personal conduct and integrity and comply with all the policies and procedures of the Company including but not limited to policies related to Confidential Information (defined hereinafter). These policies are updated on a periodical basis and may be introduced from time to time. As and when this happens, you will be notified and you will be required to comply with the same.
- 3.5 Should the need for disciplinary action be deemed necessary, this will be taken in accordance with



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, M.





the Company's policies and procedures.

#### 4. Leave policy

Employees are expected to be punctual and dependable in order to meet the needs of the organization. Attendance and reliability are important factors in evaluating individual performance and continued employment. Your attendance will be maintained and calculated on the basis of your daily morning login at start 9:00 AM and evening logout as per your shift timings.

- 4.1 You will be entitled to leaves as per law in force and as laid down in the Standing Orders of the company.
- 4.2 If your absence can be anticipated, consult your immediate supervisor and obtain authorization to be absent for a specific period in advance. If you are unexpectedly delayed or unable to work for any reason, you must personally contact your appropriate supervisor immediately. Patterns of repeated absences from work will receive serious attention when the matter of excessive absenteeism is considered.
- 4.3 For sick leave only your manager may request you to submit doctor's notes to avoid any progressive discipline process.
- 4.4 You will be entitled to 1 (one) earned leave per month for every 20 working days. Working days will be calculated based on the talk time achieved. You will not be eligible for earned leave for the month in case you have not achieved required talk time to calculate 20 working days for the month.
- 4.5 Employees who are unable to meet their employment obligations of regular, reasonable attendance and punctuality are subject to disciplinary action, up to and including termination of employment.

#### 5. Confidentiality

- 5.1 You shall keep confidential and retain in strictest confidence, any and all Confidential Information (hereinafter defined) of the Company, and shall use such Confidential Information only in furtherance of the performance of your duties.
- 5.2 All information, whether oral or written, transmitted or otherwise provided by or on behalf of the Company to you during your employment with the Company, and that should reasonably have been understood by you to be proprietary and confidential to the Company, including the confidential information of the Company's associates, affiliates, holding or subsidiary companies, and clients shall be treated as "Confidential Information".
- 5.3 At all times you will maintain absolute confidentiality about all matters relating to the business of



*[Signature]*  
**D. M. JAYAKANTHAR, M.E. PH.D.**  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chakkampalayam Village,  
 Karamada, Mettupalayam District.

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

the Company's policies and procedures.

#### 4. Leave policy

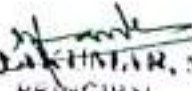
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Chikmagalur Village,  
Karamadai, Mettupalayam Taluk.

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)





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Yours sincerely,



Sudbeer CS  
Chief Executive Officer  
Suvision Holdings Pvt. Ltd.



*[Handwritten Signature]*  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Metturpalayam Taluk,  
Coimbatore, Karnataka

IMCHR/OL185798

To,  
Mr. KARTHIGA K

07 JULY 2019

### Appointment Letter

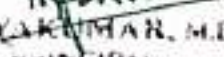
Dear, Mr. KARTHIGA K

We are delighted to appoint you as **Relationship Manager - FFA - Acquisition division** in our Organization M/s. Suvision Holdings Pvt. Ltd. This is the "Work from Home" based employment. Your continued employment is contingent upon the successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

#### I. Appointment

- 1.1 The Company hereby employs you as **Relationship Manager - FFA - Acquisition** on probationary basis and you hereby accept employment with the Company pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **18 July 2019**.
  - **Working hours and weekly off** - Your working hours will be fixed subject to the actual timings of duty being fixed by the management from time to time. Standard working hours: 9.00 am to 6.00 pm (Indian standard time).
  - **Standard work-days**: Six days working (Monday to Saturday), Sunday fixed off.
- 1.3 **Place of work and transfer** - Your present place of work will be at Home. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company at the sole discretion of the management and you shall perform such duties as may be assigned to you from time to time.
- 1.4 **Training & Certification** - You will have to complete 1 (one) week of virtual training followed by the certification process. No gap will be allowed between training days. No employee will be allowed to continue with the employment, if he/she takes any leave during the training period for



  
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PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaraniptayam Village,  
Karamadai, Mettupalayam Taluk

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- 1.5 **Probationary period** - You will be on probation for a period of three months from the date of your appointment. If in the opinion of the Management, you are found suitable for the post in which you have been appointed; your services will be confirmed in writing. During the period of your probation, management can terminate this appointment in 48 hours without any notice or payment.

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*M. Jeyakumar*  
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the Company. You will not disclose an information or part with any documents to any external party whilst in the employment of the Company or thereafter.

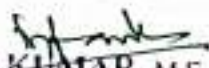
- 5.4 All Confidential Information is and shall remain the property of the Company, or in the case of information that the Company receives from a third party which the Company is obligated to treat as confidential, then the property of such third party.
- 5.5 You shall not make or cause, directly or indirectly, to be made, any public statement, public announcement, press release or other disclosure to the press which is intended, or could reasonably be expected, to have a detrimental effect on the Company or its businesses or operations, public image or reputation or its relations with customers, clients, partner suppliers, employees, lenders or other business associates.
- 5.6 You shall not discuss or reveal to anyone (directly or indirectly in any form or manner) any details of your engagement with the Company, including without limitation, nature of work, names or other details regarding the Company's clients, work processes and procedures, technology, compensation to you, payments and terms thereof by clients.
- 5.7 You shall not use/misuse Company trademark/logo/brand/name/goodwill or any relating to this other than stipulated purpose for which you are hired by the company without the written consent of the company.

#### 6. Non-Compete

As a whole-time employee of company, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Company.

- 6.1 Your position is a whole-time employment with the Company and you shall devote yourself exclusively to the business of the Company. You are not permitted to engage in any other work for remuneration (part-time or otherwise) or work on advisory capacity during the Term, except with the written consent of the Director of the Company.
- 6.2 During the Term, you will not, directly or indirectly, individually or in combination or association with any other person or entity, whether as an officer, director, employee, shareholder, member, partner, joint venturer, sole proprietor, agent, independent contractor, consultant, advisor or otherwise, for pecuniary benefit, engage in or own (in whole or in part), manage, operate or otherwise carry on any business which competes with the Company. You agree and acknowledge that the Company reserves the right to take appropriate action against you for breach of this covenant.



  
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Karamadai, Mettupalayam Taluk

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

6.3 Employee acknowledges and agrees that the restrictive covenants set forth in this section are necessary in order to protect and maintain the proprietary interests and other legitimate business interests of the Company and are reasonable in all respects.


#### 7. Non-Solicitation

- 7.1 You acknowledge that the Company's competitive position depends to a great extent on its relationship with its clients and that as a function of your engagement, you will have communications with the Company's clients.
- 7.2 You, directly or indirectly, shall not, during the Term and / or for a period of two (2) years thereafter, refer business from any client to any enterprise or business other than the Company or to any enterprise or business that is in direct competition with the Company business or receive commissions based on sales or otherwise from any client that is in direct competition with the Company & business, or any enterprise or business other than the Company.
- 7.3 You shall not, during the Term and / or for a period of two (2) years thereafter, directly or indirectly, solicit, hire, negotiate with, or contact any employee of the Company for the purpose of hiring them or causing them to terminate their employment relationship with the Company.
- 7.4 You shall not, during the Term and / or for a period of two (2) years thereafter entice or solicit any contractors/vendors away from their association with the Company.

#### 8. Termination and notice period

- 8.1 Employees who voluntarily resign from the Company are asked to serve notice period of 30 days from the resignation date. This resignation should be in writing and should briefly state the reason for leaving and the anticipated last day of work.
- 8.2 During the probationary period your appointment is liable to terminate without any notice and without assigning by reason thereof whatsoever.
- 8.3 Your services during the probationary period or after confirmation can be terminated if the performance is not up to the mark or as expected.
- 8.4 If your services are terminated for material breach of the terms herein, including but not limited to confidentiality obligations and intellectual property policy, your services may be terminated by the Company with immediate effect by giving you a written notice of termination without any liability to pay any compensation.



  
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**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**



8.5 Unauthorized absence or absence without permission from duty for a continuous period of 2 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.

8.6 **Full and final settlement schedule:** The full & final settlement will take appropriate time as mentioned below from your last working day (LWD) / last day of employment (LDE), subject to closure of all financial and non-financial obligations

- Employee resigns and serves the notice period then full and final settlement will happen in 7 days from LWD.
- Employee resigns and if company agrees to relieve immediately then full and final settlement will happen in 45 days from LWD. Employee resigns and denies serving the notice period then one month salary will get deducted.
- In-case of Termination - full and final settlement will happen in 45 days from LWD.
- Last salary - If the LWD/LDE falls after the 10th of the current month, you would receive your salary along with the full and final settlement. However, if the LWD/ LDE happen to be on or before the 10th of the current month, your previous & current month salary would be paid to you with your full and final settlement.

8.7 You have been offered the position on the good faith that all the information and documents provided by you at the time of employment are true and correct. If any information so provided is found to be false or fabricated, your services will be terminated by the Company without any prior notice and any liability to pay any compensation.

**- Credential or back-ground verification process**

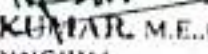
As part of credential or back-ground verification process employer has the right to verify the credential provided by you, which include but not-limited to:

- Check genuineness of candidate's academic record
- Check the issuing authority is genuine and authorized
- Check accuracy of previous employment credentials e.g., designation, tenure, emoluments etc.
- Check existence and genuineness of the employer
- Address, medical record & police verification

**- Your service shall be liable to be terminated**

- If you are found medically unfit or if you remain absent due to continued ill health you will have to undergo medical examination as per company's advice in such situation.
- By the company at any time without notice, if you are indulged in act of subordination,



  
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interference, corrupt practices, any misconduct, breach of trust, non-compliance with the administrative orders or provisions of service rules and regulations and conditions.

- By the company without notice if any time it has been found that the declarations or information including that given for seeking employment furnished by you proved to be false and/or misleading and/or it has been found that you had willfully suppressed any information to the company.
- By the company at any time if you are declared insolvent or convicted of any offense involving any moral turpitude or found suspected of or misappropriation of money or others assets of the company.

In case of breach of any of these conditions you shall be liable, in addition to termination of services to pay damages to the extent of loss suffered by the company. In case of default the company shall be entitled to withhold and appropriate your salary and other monetary benefits due to you till such times as the said amount are fully recovered.

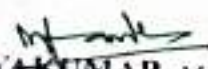
#### 9. Employment Dispute Resolution

- 9.1 In the event of a dispute, the parties will attempt to resolve any personal grievance or employment relationship problem as close to the point of origin as possible and in consonance with the Company policy on employment dispute resolution.

#### 10. Defaults

- 10.1 If any action is brought to enforce the Company's rights or obligations under this Agreement, if the Company is the prevailing party in such action, then Company will be entitled to reimbursement from you all of its costs and expenses incurred in bringing or defending such action, including, without limitation, court costs and reasonable attorneys' fees and expenses. You acknowledge and agree that all of the Company's rights and remedies set forth in this Agreement are cumulative and are in addition to all other rights and remedies available to the Company, at law, in equity or otherwise.



  
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Karamadai, Mettupalayam Taluk,  
Coimbatore





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10.2 This offer is made under the condition that upon or before the date of formal on-board or the date on which the labor contract is signed with you whichever the earlier, you will have discharged your legal obligations under all past and present work engagement, contracts, education bonds and guarantees including any non-compete obligations or other restrictive covenants with any previous employer (collectively referred to as "Prior Obligations"). You warrant that your acceptance of this offer will not be in breach of Prior Obligations and you agree to indemnify our organization in respect of any loss or damage that our organization may suffer directly or indirectly from your breach of Prior Obligations. This letter supersedes any previous verbal discussions with you regarding your employment offer.

## 11. Miscellaneous

- 11.1 This Appointment Letter will be governed by, construed in accordance with and interpreted under and consistent with the laws of India without regard to the choice of law provisions thereof. You agree that the courts in Bangalore, Karnataka, shall have the exclusive jurisdiction over all disputes arising under this Appointment Letter.
- 11.2 All of the covenants, agreements and obligations contained in clause (Confidentiality), clause (Intellectual Property), clause (Non-competition), and clause (Non-solicitation) shall survive termination of this Agreement.

## Other Rules and Regulations

It is clearly understood that you are employed mainly in FFA - Acquisition Capacity. You shall devote your whole time and attention to the work of the company and shall not engage in or occupy yourself with any other work or take up the services of any other Company concern or carry on any business on your own accord.

In case of your leaving the job or termination of the same in any way, your final accounts including terminal or retiral benefits can only be settled after you handover the charge to the person nominated by the company and delivery to him all documents, correspondence, information, notices, goods, stores, property, money and other various materials supplied to you by the company in the proper way suggested by us, failing this the company shall have the right to withhold the payment of your final dues.

This appointment letter is in the duplicate and if the above terms and conditions are acceptable to you please return the duplicate copy of the same duly signed by you. You are appointed on the conditions that you accept the stipulations and conditions stated above and the company will be at liberty to invoke the aforesaid clauses for the purposes stated in the respective clauses.

We would like to take this opportunity to wish you a long and successful career with us. With best wishes for a long and fruitful career with us,



*[Signature]*  
D.M. JAYASUMARAN, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaraipalayam Village,  
Karamadai, Mettupalayam Taluk,

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Yours sincerely,



Sudheer CS  
Chief Executive Officer  
Suvision Holdings Pvt. Ltd.



*[Signature]*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D**  
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Annexure		
Cost to the Company		
Employee Name	: Mr. KARTHIGA K	
Designation	: Relationship Manager	
Department	: FFA - Acquisition	
Particulars(Rs)	Monthly	Yearly
Gross Total CTC	: 22,000	264,000
Gross Fixed CTC	: 12,000	144,000
Gross Variable CTC	: 10,000	120,000
Detailed Break Up		
Basic	: 6,000	72,000
HRA	: 2,400	28,800
LTA	: 0	0
Conveyance	: 0	0
Employee Contribution to PF	: 720	8,640
Employer Contribution to PF	: 817	9,799
Professional Tax	: 200	2,400
Attendance Allowance	: 3,000	36,000
Gratuity	: 50	600
Special Allowance	: 1,813	21,761
Performance Allowance*	: 7,000	84,000
<b>Total CTC</b>	<b>: 22,000</b>	<b>264,000</b>

Note: 1) Any Tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules and other statutory rules.

2) You will receive Rs.7K Performance allowance if you achieve Rs.1lakh gross Revenue in a month.

3) Employee will be eligible for Attendance allowances for 24 working days in a month, In case if employee don't work for minimum 24 days in a month, employee won't be eligible for Attendance allowances. Working days will be calculated based on the Talktime achieved.

4) Professional Tax will be applicable on Net Fixed salary > or =15,000.



Dr. M. J. V. KUNJAR M.E., Ph.D  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikkarampalayam Village,  
 Karamadai, Mettupalayam Taluk,  
 Coimbatore - 641 101

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : contact@IndianMoney.com

IMCHR/OL185798

To,  
Mrs. ASMIYA BANU M

07 JULY 2019

**Appointment Letter**

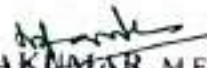
Dear, Mrs. ASMIYA BANU M

We are delighted to appoint you as **Relationship Manager - FFA - Acquisition division** in our Organization M/s. Suvision Holdings Pvt. Ltd. This is the "Work from Home" based employment. Your continued employment is contingent upon the successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

**1. Appointment**

- 1.1 The Company hereby employs you as **Relationship Manager - FFA - Acquisition** on probationary basis and you hereby accept employment with the Company pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **18 July 2019**.
  - **Working hours and weekly off** - Your working hours will be fixed subject to the actual timings of duty being fixed by the management from time to time. Standard working hours: 9.00 am to 6.00 pm (Indian standard time).
  - Standard work-days: Six days working (Monday to Saturday), Sunday fixed off.
- 1.3 **Place of work and transfer** - Your present place of work will be at Home. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company at the sole discretion of the management and you shall perform such duties as may be assigned to you from time to time.
- 1.4 **Training & Certification** - You will have to complete 1 (one) week of virtual training followed by the certification process. No gap will be allowed between training days. No employee will be allowed to continue with the employment, if he/she takes any leave during the training period for



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkamampalayam Village,  
KARNATAKA, Mettupalayam Taluk

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)



any reason. No training period salary will be paid in case you fail to clear the certification and you will not be allowed to continue with the employment.

- 1.5 **Probationary period** -You will be on probation for a period of three months from the date of your appointment. If in the opinion of the Management, you are found suitable for the post in which you have been appointed, your services will be confirmed in writing. During the period of your probation, management can terminate this appointment in 48 hours without any notice or payment.

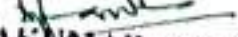
## 2. Remuneration

- 2.1 Your remuneration will be agreed to INR 12000/- CTC. You will be eligible for your remuneration subject to the completion of 4hrs of talk time on a daily basis. You will be eligible for the company's daily incentive scheme which shall be communicated to you by the Manager (Human Resources Department) at the time of disbursement of salary.
- 2.2 You will receive Rs 3,000 attendance allowance if you are present for min 24 days in a Month (Employee will be eligible for Attendance allowances for 24 working days in a month, In case if the employee doesn't work for a minimum of 24 days in a month, the employee won't be eligible for Attendance allowances. Working days will be calculated based on the Talktime achieved.)
- 2.3 You will receive a Rs 7,000 performance allowance if you achieve Rs 1 lakh gross revenue in a Month.

## 3. Code of Conduct

- 3.1 During the period of employment, you will serve honestly, faithfully, diligently and efficiently for the growth of the Company. You shall honor your obligations under this Appointment Letter and any other agreement that you may be required to sign with the Company.
- 3.2 Your conduct shall be in conformity with the code of conduct, as in force from time to time. Further, you shall carry out the instructions in letter and spirit, given by your superiors and shall not disobey any instructions given.
- 3.3 You shall not indulge in any unethical practices like "go slow" or non-cooperation etc.
- 3.4 You would be required to apply and maintain the highest standards of professional and personal conduct and integrity and comply with all the policies and procedures of the Company including but not limited to policies related to Confidential Information (defined hereinafter). These policies are updated on a periodical basis and may be introduced from time to time. As and when this happens, you will be notified and you will be required to comply with the same.
- 3.5 Should the need for disciplinary action be deemed necessary, this will be taken in accordance with



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkamangaluru Village,  
Karnataka, India

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

No. 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)

the Company's policies and procedures.

#### 4. Leave policy


Employees are expected to be punctual and dependable in order to meet the needs of the organization. Attendance and reliability are important factors in evaluating individual performance and continued employment. Your attendance will be maintained and calculated on the basis of your daily morning login at sharp 9:00 AM and evening logout as per your shift timings.

- 4.1 You will be entitled to leaves as per law in force and as laid down in the Standing Orders of the company.
- 4.2 If your absence can be anticipated, consult your immediate supervisor and obtain authorization to be absent for a specific period in advance. If you are unexpectedly delayed or unable to work for any reason, you must personally contact your appropriate supervisor immediately. Patterns of repeated absences from work will receive serious attention when the matter of excessive absenteeism is considered.
- 4.3 For sick leave case, your manager may request you to submit doctor's notes to avoid any progressive discipline process.
- 4.4 You will be entitled to 1 (one) earned leave per month for every 20 working days. Working days will be calculated based on the talk time achieved. You will not be eligible for earned leave for the month in case you have not achieved required talk time to calculate 20 working days for the month.
- 4.5 Employees who are unable to meet their employment obligations of regular, reasonable attendance and punctuality are subject to disciplinary action, up to and including termination of employment.

#### 5. Confidentiality

- 5.1 You shall keep confidential and retain in strictest confidence, any and all Confidential Information (hereinafter defined) of the Company, and shall use such Confidential Information only in furtherance of the performance of your duties.
- 5.2 All information, whether oral or written, transmitted or otherwise provided by or on behalf of the Company to you during your employment with the Company, and that should reasonably have been understood by you to be proprietary and confidential to the Company, including the confidential information of the Company's associates, affiliates, holding or subsidiary companies, and clients shall be treated as "Confidential Information".
- 5.3 At all times you will maintain absolute confidentiality about all matters relating to the business of



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkamangalaya Village.

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**

No. 50, Vinay Arcade, K.H. Road, Shantinagar, Bangalore - 560027, Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)





022 6181 6111  
India's Only Financial Education Helpline

Yours sincerely,



Sudheer CS  
Chief Executive Officer  
Suvision Holdings Pvt. Ltd.



*[Handwritten Signature]*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam, Tamil Nadu

**SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)**  
No . 50, Vinay Arcade, K.H.Road, Shantinagar, Bangalore - 560027 , Tel : 080 496 11444, Email : [contact@IndianMoney.com](mailto:contact@IndianMoney.com)

*Almashines/2018-19*

**Monday, 09<sup>th</sup> July 2019**

Ms. Athira P B,

**Sub: Appointment order for the Role of 'Full Stack Developer' at AlmaShines Technologies (P)Ltd.**

Dear Ms. Athira P B,

We are pleased to inform you that, you have been appointed for **Web Development Internship** followed by the role of '**Full Stack Developer**' in **AlmaShines Technologies (P) Ltd.**

The details of your role are as follows:

**Position:**

- 1. Web Development Internship**
- 2. Full Stack Developer**

**Profile:**

- Design and Build Efficient Scalable System which is used by Institutes, Students and Alumni across the globe
- Get user feedback for your work and make the product better
- Analyze various user behaviors and trends to create robust interfaces
- Write algorithms with perfection and efficiency and contribute to optimize the performance of portal

**Joining Date**

6th Aug 2019

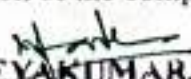
Your salary will be 2.5 IPA

**Location**

Ahmedabad

Your Reporting Officer will be Mr. Manohar Sharma, during your tenure. Please note that your reporting is subject to change at any time at the sole discretion of the company.



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampattayam Village,  
Karamnadi, Mettupalayam Taluk,  
Coimbatore - 641 104.



**Compensation:**

During the tenure of your internship the Company shall pay you a fixed monthly remuneration of Rs. 8000. The Company may, at its sole discretion, also pay you a sum over and above the monthly basic pay based on the performance and deliverable reviews of the intern.

Post the completion of internship you will be converted to full time role. As a full stack developer, The company will pay you an Annual Package of INR 3,72,000 with base compensation of INR 28,000 per month and an annual Incentive of INR 36,000 on completion of one year of full time role, payable in accordance with the Company's standard payroll schedule, beginning from the day you start as a permanent employee.

You may indicate your acceptance of the offer letter and the agreement for the terms attached with the offer letter by signing the agreement. Upon your acceptance of this employment offer, AlmaShines Technologies will provide you with the necessary paperwork and instructions.

Sincerely,

Palash Agarwal  
Director  
AlmaShines Technologies (P) Ltd.

---

I hereby express my acceptance for the role offered by AlmaShines Technologies (P) Ltd. I have carefully read and understood the role and offers made and agree to comply with the Policies of the Company.

---

Athira P B  
Date: \_\_\_\_\_

Attachment: Annexure I (Terms and conditions)

  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkannipalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

ecgroup

Ref: EC Group/HR/Appointment  
letter/431 Date: 10<sup>th</sup> September 2019

To, CLARA S

**Appointment Letter**

Dear CLARA S

With reference to your acceptance of our job offer, we have pleasure in appointing you as "Trainee Software Engineer" in the T1.1 Grade with effect from 10<sup>th</sup> September 2019.

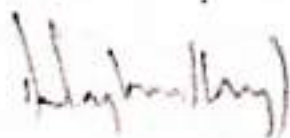
Your total Gross Annual CTC will be Rs. 2,04,000 (Rupees Two Lakhs and Four Thousand only) including PF & ESI contribution from the Company. Gratuity will be applicable as per the Government rules. Please refer to Annexure-B for the complete breakdown of your CTC.

The roles & responsibilities and other terms & conditions of your employment are mentioned in Annexure - A.

You are required to sign and submit a copy of this letter of appointment as a token of your acceptance of our terms and conditions. We welcome you into the EC Group Datasoft family and hope it would be the beginning of a long and mutually beneficial association.

Sincerely,

For EC Group Datasoft Private Limited



Timothy  
Daniel,  
COO

**EC Group Datasoft Pvt. Ltd.** H41, 12th Main Road, Anna

Nagar, Chennai – 600 040, India Ph: +91 – 44 – 26161764 / 66, 43500162,

[www.ecgroup-intl.com](http://www.ecgroup-intl.com)



  
**D. M. JEYAKUMAR, M.E., P.H.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



ecgroup

Ref: EC Group/HR/Appointment  
letter/431 Date: 10<sup>nd</sup> September 2019

**Appointment Letter**

Dear UMAMAHESHWARI P

With reference to your acceptance of our job offer, we have pleasure in appointing you as "Trainee Software Engineer" in the T1.1 Grade with effect from 10<sup>nd</sup> September 2019.

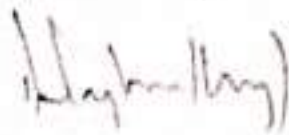
Your total Gross Annual CTC will be Rs. 2,04,000 (Rupees Two Lakhs and Four Thousand only) including PF & ESI contribution from the Company. Gratuity will be applicable as per the Government rules. Please refer to Annexure-B for the complete breakdown of your CTC.

The roles & responsibilities and other terms & conditions of your employment are mentioned in Annexure - A.

You are required to sign and submit a copy of this letter of appointment as a token of your acceptance of our terms and conditions. We welcome you into the EC Group Datasoft family and hope it would be the beginning of a long and mutually beneficial association.

Sincerely,

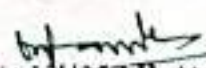
For EC Group Datasoft Private Limited



Timothy  
Daniel,  
COO

**EC Group Datasoft Pvt. Ltd.** H41, 12th Main Road, Anna  
Nagar, Chennai – 600 040, India Ph: +91 – 44 – 26161764 / 66, 43500162,  
[www.ecgroup-intl.com](http://www.ecgroup-intl.com)



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkannurpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

ecgroup

Ref: EC Group/HR/Appointment  
letter/431 Date: 10<sup>th</sup> September 2019

To, MARIA DOROTHY C

**Appointment Letter**

Dear MARIA DOROTHY C

With reference to your acceptance of our job offer, we have pleasure in appointing you as "Trainee Software Engineer" in the T1.1 Grade with effect from 10<sup>th</sup> September 2019.

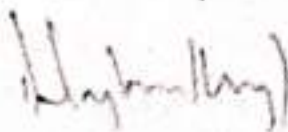
Your total Gross Annual CTC will be Rs. 2,04,000 (Rupees Two Lakhs and Four Thousand only) including PF & ESI contribution from the Company. Gratuity will be applicable as per the Government rules. Please refer to Annexure-B for the complete breakdown of your CTC.

The roles & responsibilities and other terms & conditions of your employment are mentioned in Annexure - A.

You are required to sign and submit a copy of this letter of appointment as a token of your acceptance of our terms and conditions. We welcome you into the EC Group Datasoft family and hope it would be the beginning of a long and mutually beneficial association.

Sincerely,

For EC Group Datasoft Private Limited



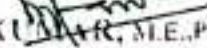
Timothy  
Daniel,  
COO

**EC Group Datasoft Pvt. Ltd.** H41, 12th Main Road, Anna

Nagar, Chennai – 600 040, India Ph: +91 – 44 – 26161764 / 66, 43500162,

[www.ecgroup-intl.com](http://www.ecgroup-intl.com)



  
D. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.





APPOINTMENT ORDER

Dear **SACHIN SURESH**

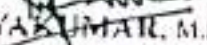
We are pleased to offer you an Employment with **Naygon Technologies Private Limited** associated Software deployment company **Nadcab Technology** based on the interview discussions you had with us . Details of the terms and conditions of offer are as under:

1. You will be designated as "**React Native Developer**" for **Pan India** Location.
2. Your date of commencement of Employment will be on or before **03-September-2019**
3. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
4. Your fixed annual ctc to Company Rs **5,30,000/-PA** Including PF, Contribution Employer/Employee, Bonus, Gratuity and Insurance (If Applicable)
5. You will have to serve a Notice Period for **2 Months**.
6. You will be on probation for a period of **3 Months** from the date of joining.

● Please bring along the below listed documents / details on your day of joining.

1. Address Proof (Copy of Aadhar card/ Passport / Driving licence/Voter ID Card) (any one of them).
2. Copies of Academic Certificates (all from 10<sup>th</sup> to Highest).
3. Copy of Resignation Letter with acknowledgement.
4. Copy of Relieving letter from previous employer (Original).
5. Proof of compensation last drawn (3 Months - Original).
6. Six passport size photographs (Recent).
7. Bank Passbook or pay slip of the last comp



  
Dr. M. J EYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

## Guidelines

1. Working hours of employees are 8 hour.
2. Office timing will be 10AM to 6 PM.
3. Work will be assigned as task based.
4. 2nd & 4th Saturday will close.
5. 1 Leave and one half day allowed per month (can't take leave without permission).

## Acceptance

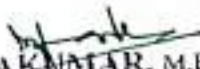
I hereby accept the above offer along with the terms & conditions of employment offered to me .I shall join the company on

Name :

Date of Joining:

Signature :



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



APPOINTMENT ORDER

Dear MERCY K

We are pleased to offer you an Employment with **Naygon Technologies Private Limited** associated Software deployment company **Natcab Technology** based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. You will be designated as "**Reset Native Developer**" for **Prayagraj** Location.
2. Your date of commencement of Employment will be on or before **03-September-2019**
3. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
4. Your fixed annual etc to Company Rs **5,30,000/-PA** Including PF, Contribution Employer/Employee, Bonus, Gratuity and Insurance (If Applicable)
5. You will have to serve a Notice Period for **2 Months**.
6. You will be on probation for a period of **3 Months** from the date of joining.

• Please bring along the below listed documents / details on your day of joining.

1. Address Proof (Copy of Andhar card/ Passport / Driving licence/Voter ID Card) (any one of them).
2. Copies of Academic Certificates (all from 10<sup>th</sup> to Highest).
3. Copy of Resignation Letter with acknowledgement.
4. Copy of Relieving letter from previous employer (Original).
5. Proof of compensation last drawn (3 Months - Original).
6. Six passport size photographs (Recent).
7. Bank Passbook or pay slip of the last comp



  
**Dr. M. JESUKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Guidelines

1. Working hours of employees are 8 hour.
2. Office timing will be 10AM to 6 PM.
3. Work will be assigned as task based.
4. 2nd & 4th Saturday will close.
5. 1 Leave and one half day allowed per month (can't take leave without permission).

Acceptance

I hereby accept the above offer along with the terms & conditions of employment offered to me .I shall join the company on

Name :

Date of Joining:

Signature :



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



Date:4/11/2019

Dear:FRANCIS JEBAK C

Welcome to CSS Corp Private Limited (the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

#### PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.
2. **Training:** You are required to attend a classroom training/instructor led virtual training program on live project(s) for the initial 6 months, which term may be extended for further period(s), if required and at the sole discretion of the Company. Such training program includes soft skills, Technology, Product, Process and Tools training.

During training, there would be continuous assessments to evaluate your learning curve. All trainees are required to meet the passing thresholds in order to move ahead with the training. Failing in 2 consecutive assessments will lead to termination of employment. On successful completion of entire training program, those who qualify in the mid assessments and final assessments will be confirmed. This would also be subject to your completion of Graduation and necessary HR formalities (BGV).


#### TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.3,20,000/- (Rupees Three Lakh Twenty Thousand only)** per annum, before deductions, as explained further in Annexure 1. Subject to and on your successful completion of mandatory 'on project training', completion of probationary period and clearance of client assessment on your progress, your annual compensation may be increased by the Company, at its sole discretion, to **Rs 3,75,000 /- (Rupees Three Lakh Seventy-Five Thousand Only)**.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.3,04,000/- (Rupees Three Lakh Four Thousand Only)**.
3. **Annual Variable Compensation.** Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation maximum of **Rs.16,000/- (Rupees Sixteen Thousand Only)**. The Annual Variable Compensation shall be calculated on the GrossCost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company's intranet and get familiar with all the applicable policies and processes of the Company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as **Grade JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.



CSS Corp Private Limited  
CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> Floor, Ambit IT Park - Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com

  
**Dr. M. Jeyakumar, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Time Zones:** You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.
8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving ninety (90) days' written notice or three (3) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within two (2) years of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the

**CSS Corp Private Limited**

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com**Dr. M. JEYAKUMAR, M.E., Ph.D.****PRINCIPAL****CHRIST THE KING ENGINEERING COLLEGE,**

Chikkarampalayam Village,

Karamadai, Mettupalayam Taluk,

Coimbatore - 641 104



- right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take

**CSS Corp Private Limited**

CIN: U72900TN2000PTC115034

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**D. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 691 104.





any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer, and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notices. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



*[Signature]*  
**Dr.M.JEYAKUMAR, M.E..Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
Chikkarampalayan Village,  
Karamadai, Mettapala 71m Faruk,  
Coimbatore - 641 104.

**CSS Corp Private Limited**

CIN: U72900TN2000PTC115034

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We look forward to having you on board on or before **Aug'22**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to [SriMagesh.SrinivasaRao@csscorp.com](mailto:SriMagesh.SrinivasaRao@csscorp.com) on or before 2 Business Days else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

\_\_\_\_\_  
Candidate Signature

\_\_\_\_\_  
Date

For CSS Corp Private Limited

**P R Manikantan**

Senior Director, Campus and Institutional Alliances

1. Annexure 1 - Salary Working & Benefits
2. Annexure 2 - Mandatory Documents to be produced on Joining Day & Reporting Details



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
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**Annexure -1**

**Salary Working**

<b>Name:</b>	Sharon Angel S		
<b>Designation:</b>	<b>Engineer Trainee-Networking</b>	<b>Grade:</b>	<b>JL 1B</b>
	<b>Explanatory Notes</b>	<b>Monthly</b>	<b>Annual</b>

**Guaranteed Compensation**

Basic Pay	30%	On TGC	7,600	91,200
House Rent Allowance	50%	On Basic	3,800	45,600
Statutory Bonus	As per the Act		1,520	18,240
Special Allowance*	Balancing Component		10,613	127,360

**Statutory Benefits**

Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
<b>Total Guaranteed Compensation (TGC)</b>			<b>25,333</b>	<b>304,000</b>

**Variable Compensation**

Variable Performance Pay (VPP)	5%	On CTC		16,000
<b>Total Variable Compensation**</b>				<b>16,000</b>
<b>Gross Cost to Company (CTC)</b>				<b>320,000</b>

**Allowances**

Night Shift Allowance (US)	22 days		3,300	39,600
<b>Total Allowances</b>				<b>39,600</b>

**Benefits**

Personal Accident Disability Cover				750,000
Accidental Death Cover				1,500,000
Group Term Life Insurance Cover				1,500,000
Employee Direct Linked Insurance Cover				705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children				200,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	60 days	Basic		

**Deductions**

Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules

\*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution

\*\*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.

\*\* As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.

\*\* Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.



**CSS Corp Private Limited**  
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**Dr. M. JEYAKUMAR, M.E..Ph.D.**  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Karambadai, Mettupalayam Taluk,  
 Coimbatore - 641 104.



**Annexure 2**

**MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY:**

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials:
  - i) Degree certificates and those of other professional qualifications
  - ii) Photocopies of Certifications if any
2. Recent Color Photographs
  - i) Passport size photographs – 4 Numbers for self
  - ii) Stamp size photographs – 2 Numbers for self
3. From previous employment(s)
  - i) Last 3 months salary slips and/or copy of last salary revision
  - ii) Relieving letter from last employer
  - iii) Service certificates
  - iv) References of two people with whom you have worked.
  - v) Form 16 / IT Computation Sheet from previous employer(s) for the current financial year
4. Personal details
  - i) Copy of Valid Passport and Valid Visas
  - ii) Copy of PAN Card
  - iii) Copy of Ration card / address proof
  - iv) Details of immediate family members (name and Date of birth) for Medical Insurance
5. Signed Copy of Appointment Letter

**INFORMATION REQUIRED FOR TRANSFERRING PROVIDENT FUND FROM PREVIOUS COMPANY**

If already a member of a Provident Fund with previous employer, then:-

1. Employer's name.
2. Date of joining and leaving service with them.
3. Name and address of the Regional Provident Fund Office.
4. Personal PF account No.
5. UAN no.
6. Names and Date of Birth of Family members you would want to mention as nominees for Provident Fund Scheme.

This is a computer generated offer and does not require any signature

  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE  
Chinnakarampattayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 194.



**CSS Corp Private Limited**  
CIN: U72900TN2000PTC115034

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APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

MR. BURUSLEE A

**Offer for final placement**

It's my pleasure to share greetings and offer on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as a Management Trainee .

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

**Monthly Target :( 4th month onwards)**

Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
  2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
  3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
  4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
  5. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,



Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadas, Mettupalayam Taluk,  
Coimbatore - 641 104.



APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

Mr. ALDRIN THOMAS

**Offer for final placement**

It's my pleasure to share greetings and offer on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as a Management Trainee.

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

**Monthly Target :( 4th month onwards)**

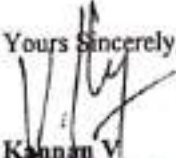
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Activation	5

We will be pleased to offer on the basis of below points listed.


1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
2. Once you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
5. Placement Location will be Coimbatore and Erode.

Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,

  
Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**EZILAN SPECIALITY LUBES**  
1/6J, KUMAR COMPLEX, AVINASHI MAIN ROAD,  
SULUR TALUK, NEELAMBUR, COIMBATORE - 641062.

TEL: +91 99941 01054, +91 7339605888, +91 7397566466

E-Mail: ezilansl2016@gmail.com, WEB: www.ezilanspecialitylubes.com

**AUTHORISED C&F AND STOCKIST FOR TAMILNADU**



APPOINTMENT ORDER

To,  
**Ajith S R,**  
Pullippanum kattuvillai,  
Kattathurai (po),  
Kanyakumari-629-158

Dear Mr. **Ajith S R,**

We are pleased to inform you that you have been selected for the position of <Junior Technical Trial Engineer> in our organization **EZILAN SPECIALITY LUBES**.

You are required to join us on or before <13-December-2019 >.

This offer letter is valid till <13-December-2019 >.

As we discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

**Salary:** Annual gross starting salary of Rs. <1, 20,000 >, subject to other statutory deductions.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our <NEELAMBUR>office.

Kindly submit the following documents to our office at the time of your joining:

Submit your all original certificates:

- ❖ 10<sup>th</sup> and 12<sup>th</sup> mark sheet,
- ❖ Degree,
- ❖ Course Completion,
- ❖ Provisional,
- ❖ Consolidated,
- ❖ Transfer certificate.



  
**Dr.M.JEYAKUMAR, M.E.,P.H.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



- ❖ We need 2 Xerox copies for the following poofs,
  - Ration card
  - Aadhar card
  - Pan card
  - Driving license
- ❖ Two passport size photo-copies and
- ❖ One soft copy sent us by the mail <eslhr2019@gmail.com>.

Look forward to your response.

Sincerely,

**Karthika V (HR Recruiter)**

**73396-05888**

**EZILAN SPECIALITY LUBES**

This is a computer generated document no signature required.

**RIGHT LUBRICANT FOR RIGHT MACHINES**



  
**Dr.M.JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
**Chikkarampalayam Village,**  
**Karamadai, Mettupalayam Taluk,**  
**Coimbatore - 641 104.**



**EZILAN SPECIALITY LUBES**  
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SULUR TALUK, NEELAMBUR, COIMBATORE - 641062.

TEL: +91 99941 01054, +91 7339605888, +91 7397566466

E-Mail: ezilansl2016@gmail.com, WEB: www.ezilanspecialitylubes.com

**AUTHORISED C&F AND STOCKIST FOR TAMILNADU**



To,

APPOINTMENT ORDER

Vijay Kumar S,  
5/246, Cheran nagar,  
Kalamadai road,  
Mettupalayam,  
Coimbatore-641-045

Dear Mr. Vijay Kumar S,

We are pleased to inform you that you have been selected for the position of <Junior Technical Trial Engineer> in our organization EZILAN SPECIALITY LUBES.

You are required to join us on or before <13-December-2019 >.

This offer letter is valid till <13-December-2019 >.

As we discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

**Salary:** Annual gross starting salary of Rs. <1, 20,000 >, subject to other statutory deductions.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our <NEELAMBUR>office.

Kindly submit the following documents to our office at the time of your joining:

Submit your all original certificates:

- ❖ 10<sup>th</sup> and 12<sup>th</sup> mark sheet,
- ❖ Degree,
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**Dr.M.JEYAKUMAR, M.E.,Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarnampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



- ❖ We need 2 Xerox copies for the following poofs,
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  - Aadhar card
  - Pan card
  - Driving license
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- ❖ One soft copy sent us by the mail <eslhr2019@gmail.com>.

Look forward to your response.

Sincerely,

**Karthika V (HR Recruiter)**

**73396-05888**

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**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



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E-Mail: ezilansl2016@gmail.com, WEB: www.ezilanspecialitylubes.com  
AUTHORISED C&F AND STOCKIST FOR TAMILNADU

APPOINTMENT ORDER

To,  
**Abuthaheer M,**  
13/115, Park Street,  
Thamospuram, Aviashi,  
Tiruppur-641-654

Dear Mr. **Abuthaheer M,**

We are pleased to inform you that you have been selected for the position of <Trainee Trial Engineer> in our organization EZILAN SPECIALITY LUBES.

You are required to join us on or before <13-December-2019 >.

This offer letter is valid till <13-December-2019 >.

As we discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

**Salary:** Annual gross starting salary of Rs. <1, 20,000 >, subject to other statutory deductions.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our <NEELAMBUR>office.

Kindly submit the following documents to our office at the time of your joining:

Submit your all original certificates:

- ❖ 10<sup>th</sup> and 12<sup>th</sup> mark sheet,
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**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
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CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



- ❖ We need 2 Xerox copies for the following poofs,
  - Ration card
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  - Pan card
  - Driving license
- ❖ Two passport size photo-copies and
- ❖ One soft copy sent us by the mail <eslhr2019@gmail.com>.

Look forward to your response.

Sincerely,

**Karthika V (HR Recruiter)**

**73396-05888**

**EZILAN SPECIALITY LUBES**

This is a computer generated document no signature required.

**RIGHT LUBRICANT FOR RIGHT MACHINES**



  
**Dr.M.JEYAKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
Chikkarampalayam Village,  
Karuniadei, Mettupalayam Taluk,  
Coimbatore - 641 104.



**EZILAN SPECIALITY LUBES**  
 1/6J, KUMAR COMPLEX, AVINASHI MAIN ROAD,  
 SULUR TALUK, NEELAMBUR, COIMBATORE - 641062.



TEL: +91 99941 01054, +91 7339605888, +91 7397566466

E-Mail: ezilansl2016@gmail.com, WEB: www.ezilanspecialitylubes.com

**AUTHORISED C&F AND STOCKIST FOR TAMILNADU**

APPOINTMENT ORDER

To,  
**Akshay K Benny,**  
 Kulakkattil (h),  
 Sasimala (po),  
 Pulpally wayanad,  
 Kerala-673-579

Dear Mr. Akshay K Benny,

We are pleased to inform you that you have been selected for the position of <Junior Technical Trial Engineer> in our organization **EZILAN SPECIALITY LUBES**.

You are required to join us on or before <13-December-2019 >.

This offer letter is valid till <13-December-2019 >.

As we discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

**Salary:** Annual gross starting salary of Rs. <1, 20,000 >, subject to other statutory deductions.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our <NEELAMBUR>office.

Kindly submit the following documents to our office at the time of your joining:

Submit your all original certificates:

- ❖ 10<sup>th</sup> and 12<sup>th</sup> mark sheet,
- ❖ Degree,
- ❖ Course Completion,
- ❖ Provisional,
- ❖ Consolidated,
- ❖ Transfer certificate.



*[Signature]*  
**P. M. JAYAKUMAR, M.E., Ph.D.**  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikkarampalayam Village,  
 Karamadai, Mettupalayam Taluk,  
 Coimbatore - 641 104.



- ❖ We need 2 Xerox copies for the following poofs,
  - Ration card
  - Aadhar card
  - Pan card
  - Driving license
- ❖ Two passport size photo-copies and
- ❖ One soft copy sent us by the mail <eslhr2019@gmail.com>.

Look forward to your response.

Sincerely,

**Karthika V (HR Recruiter)**

**73396-05888**

**EZILAN SPECIALITY LUBES**

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**Dr. M. JEYAKUMAR, M.E. Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

## OFFER & APPOINTMENT LETTER

Offer Release Date: July 9, 2019

Dear Akhil Mathew,  
Cherupuzha, kannur,  
Kerala, India,  
670006

Dear Akhil Mathew,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 11, 2019** at 9:00 A.M at the following address BengaluruSEZ-Tower2-GF .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 425000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of joining.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.



HCL Confidential

  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE  
Chikkaramanayakanahalli Village,  
Chikkaramanayakanahalli, Bengaluru - 560074

Coincidence - 641 104.



HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India

www.hcltech.com

www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,  
For HCL Technologies Ltd.



**Amrita Das**  
Senior Vice President  
Head-Global Rewards



**Dr. M. JEYAKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarangalayan Village,  
Karanada, Mettupalavom Taluk,  
Coimbatore - 641 104.

## ANNEXURE II

### Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

### GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

#### 1. Location

Your place of work will be located at Bangalore.

#### 2. Medical Check up

Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement. The fitness testing (and accompanying results) will not lead to any subjective, discriminatory or unethical actions.

#### 3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

#### 4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

#### 5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice would be waived, if mutually agreed by you and the Company.



**Dr. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkarampalayam Village,  
Karamada, Mettur Taluk,  
Coimbatore - 641 109  
**HCL**



On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

## 6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

## 7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

## 8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

## 9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

## 10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

## 11. Retirement





You will retire from service on attaining superannuation at the age of 58 years.

## 12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

## 13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

## 14. Data Protection:

- The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

## 15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL. The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.



HCLT Confidential

**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL

CHRIST THE KING ENGINEERING COLLEGE

Chikkarampalayam Village,

Karamadai, Kanyakumari District,

Cumbalangi, Tamil Nadu

Signature of Employee:

**HCL**



## Annexure III

**LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV  
(BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL**

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	<b>Highest Qualification</b> - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	<b>Permanent/Current Address Proof</b> - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	<b>Previous Employer</b> - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	<b>Identity Verification</b> - Copy of valid passport and PAN card required

**Additional documents (To be submitted on request - Only if required)**

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, if company is active, employer's active address.

**Things to Remember**

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

**List of Documents required for joining / Induction day (Hard Copies)**

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport - Front copy only - for Name & DOB proof.	1
4	10 <sup>th</sup> Marksheet/only if passport is not available.	1

**Dr. M. JEYAKUMAR, M.B., Ph.D**  
PRINCIPAL

6 CHRIST THE KING ENGINEERING COLLEGE  
Chikkarampalayam, Phase-1,  
Karamadai, Mettur Taluk, Chikmagalur District,  
Karnataka - 571 104.

Signature of Employee: **HCL**





5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830 IST**.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

**Location of HCL Onboarding Team for joining formalities:**

S. No	Location	Address
1	NOIDA	<b>Mondays and Thursdays:</b> Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) <b>Tuesdays, Wednesdays and Fridays:</b> Akashi Induction Room, Ground Floor, Tower - 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore - 562 106
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor, Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, HCL IT City, SDC-01, 2nd Floor - Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur





HCL TECHNOLOGIES LTD.

Corporate Identification Number: L741400L1991PLCD46369

B-39, Sector 1, NOIDA 201 301, UP, India

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India

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11	Coimbatore	State Street Hcl Services   Human Resources   Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102



**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarambhayan Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104

## ANNEXURE IV

### EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✦ Basic Salary
- ✦ Monthly Allowances
- ✦ Variable Pay
- ✦ Retirals & Insurances Benefit

✦ **Disclaimer:**

✦ *Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.*

The details for each component falling under these heads are explained as following:

#### BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

#### MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

#### • VARIABLE PAY



*[Signature]*  
**Dr. M. Jeyakumar, M.E., M.D.**  
PRINCIPAL  
FIRST THE IISL ENGINEERING COLLEGE  
1st Floor, 1st Floor, Noida  
Noida, U.P.  
NCL



The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

### Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

**Engagement Performance Bonus (EPB):** Engagement Performance Bonus is a variable component payable on a monthly basis. Pay-out against this component will be governed by the EPB policy (as amended from time to time) that is applicable to your employee group

### RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

**Medical Insurance:** Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
  - By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
  - The premium payable depends on the dependants declared.
  - The hospitalization coverage limit will be same as defined in compensation structure.
  - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
  - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

\*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

\*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

**Disclaimer**

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: Vallanatt (h)  
Chakkittapara, Kozhikode,  
Kerala, India, 673526  
Email ID: alandmathew1998@gmail.com  
Telephone Number: 6282721688

**Dr.M.JEYAKUMAR, M.S., Ph.D.**

PRINCIPAL

CHRIST THE KING ENGINEERING COLLEGE,

Chukkarampelsavam Village,

Karapuzha, Alappuzha District,

Signature of Employee:

**HCL**





HCL TECHNOLOGIES LTD.

Corporate Identification Number: L741400L1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India

www.hcltech.com

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[#blurb:indianda#]



  
**Dr. M. JEYAKUMAR, M.F., Ph.D**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
Chikkarampalayam Village,  
Karamada, Mettupalayam Taluk,  
Coimbatore - 641 104.

APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

Ms. AJANTHA R

Offer for final placement

It's my pleasure to share greetings and offer on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as a Management Trainee.

Annual Income:

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

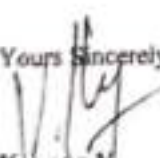
Monthly Target :(4th month onwards)

Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
  2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
  3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
  4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
  5. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,

  
Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
Dr. M. JEYAKUMAR, M.E. Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



Date: 4/11/2019

Dear JAYASHREE

Welcome to CSS Corp Private Limited (the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

#### PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.
2. **Training:** You are required to attend a classroom training/instructor led virtual training program on live project(s) for the initial 6 months, which term may be extended for further period(s), if required and at the sole discretion of the Company. Such training program includes soft skills, Technology, Product, Process and Tools training.

During training, there would be continuous assessments to evaluate your learning curve. All trainees are required to meet the passing thresholds in order to move ahead with the training. Failing in 2 consecutive assessments will lead to termination of employment. On successful completion of entire training program, those who qualify in the mid assessments and final assessments will be confirmed. This would also be subject to your completion of Graduation and necessary HR formalities (BGV).

#### TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.3,20,000/- (Rupees Three Lakh Twenty Thousand only)** per annum, before deductions, as explained further in Annexure 1. Subject to and on your successful completion of mandatory 'on project training', completion of probationary period and clearance of client assessment on your progress, your annual compensation may be increased by the Company, at its sole discretion, to **Rs 3,75,000 /- (Rupees Three Lakh Seventy-Five Thousand Only)**.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.3,04,000/- (Rupees Three Lakh Four Thousand Only)**.
3. **Annual Variable Compensation.** Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation maximum of **Rs.16,000/- (Rupees Sixteen Thousand Only)**. The Annual Variable Compensation shall be calculated on the GrossCost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company's intranet and get familiar with all the applicable policies and processes of the Company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.



CSS Corp Private Limited  
CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> Floor, Ambit IT Park, Red Hills, Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com

  
**Dr. M. Jeyakumar, M.E., Ph.D**  
PRINCIPAL

CHRIST KING ENGINEERING COLLEGE,  
Karamadai, Menambayam Taluk,  
Chennai - 600 044.





Date: 4/11/2019

Dear JAYASHREE

Welcome to CSS Corp Private Limited (the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

**PRIMARY TERMS AND CONDITIONS:**

1. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.
2. **Training:** You are required to attend a classroom training/instructor led virtual training program on live project(s) for the initial 6 months, which term may be extended for further period(s), if required and at the sole discretion of the Company. Such training program includes soft skills, Technology, Product, Process and Tools training.

During training, there would be continuous assessments to evaluate your learning curve. All trainees are required to meet the passing thresholds in order to move ahead with the training. Failing in 2 consecutive assessments will lead to termination of employment. On successful completion of entire training program, those who qualify in the mid assessments and final assessments will be confirmed. This would also be subject to your completion of Graduation and necessary HR formalities (BGV).

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4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.



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**Dr.M.JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Karamudai, Mettupalayam Village,  
Karamudai, Mettupalayam Taluk,  
Coimbatore - 641 104.




6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Time Zones:** You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.
8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving ninety (90) days' written notice or three (3) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within two (2) years of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the



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**Dr. M. JEYAKUMAR, M.E. Ph.D**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarinpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.





right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take



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Dr. M. Jeyanagar, M.E., Ph.D.  
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Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer, and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notices. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



  
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**CSS Corp Private Limited**  
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Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com



We look forward to having you on board on or before **Aug'22**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to [SriMagesh.SrinivasaRao@csscorp.com](mailto:SriMagesh.SrinivasaRao@csscorp.com) *on or before* 2 Business Days else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

\_\_\_\_\_  
Candidate Signature

\_\_\_\_\_  
Date

**For CSS Corp Private Limited**

**P R Manikantan**

Senior Director, Campus and Institutional Alliances

1. Annexure 1 - Salary Working & Benefits
2. Annexure 2 - Mandatory Documents to be produced on Joining Day & Reporting Details



**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE  
Chikkarampatayam Village,  
Karanada, Metturpattayam Taluk,  
Coimbatore - 641 104.

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**Annexure -1**

**Salary Working**

<b>Name:</b>	Sharon Angel S		
<b>Designation:</b>	<b>Engineer Trainee-Networking</b>	<b>Grade:</b>	<b>JL 1B</b>
	<b>Explanatory Notes</b>	<b>Monthly</b>	<b>Annual</b>
<b>Guaranteed Compensation</b>			
Basic Pay	30% On TGC	7,600	91,200
House Rent Allowance	50% On Basic	3,800	45,600
Statutory Bonus	As per the Act	1,520	18,240
Special Allowance*	Balancing Component	10,613	127,360
<b>Statutory Benefits</b>			
Provident Fund (Employer Contribution)	As per the Act	1,800	21,600
<b>Total Guaranteed Compensation (TGC)</b>		<b>25,333</b>	<b>304,000</b>
<b>Variable Compensation</b>			
Variable Performance Pay (VPP)	5% On CTC		16,000
<b>Total Variable Compensation**</b>			<b>16,000</b>
<b>Gross Cost to Company (CTC)</b>			<b>320,000</b>
<b>Allowances</b>			
Night Shift Allowance (US)	22 days	3,300	39,600
<b>Total Allowances</b>			<b>39,600</b>
<b>Benefits</b>			
Personal Accident Disability Cover			750,000
Accidental Death Cover			1,500,000
Group Term Life Insurance Cover			1,500,000
Employee Direct Linked Insurance Cover			705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children			200,000
Gratuity as per prevailing rules			
Leave Encashment upon exit upto	60 days Basic		
<b>Deductions</b>			
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.			
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.			



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Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com

  
**DR. M. VENKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
**Chikarampalayam Village,**  
**Karamada, Mettupalayam Taluk,**  
**Coimbatore - 641 104.**

Annexure 2

**MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY:**

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials:
  - i) Degree certificates and those of other professional qualifications
  - ii) Photocopies of Certifications if any
2. Recent Color Photographs
  - i) Passport size photographs – 4 Numbers for self
  - ii) Stamp size photographs – 2 Numbers for self
3. From previous employment(s)
  - i) Last 3 months salary slips and/or copy of last salary revision
  - ii) Relieving letter from last employer
  - iii) Service certificates
  - iv) References of two people with whom you have worked.
  - v) Form 16 / IT Computation Sheet from previous employer(s) for the current financial year
4. Personal details
  - i) Copy of Valid Passport and Valid Visas
  - ii) Copy of PAN Card
  - iii) Copy of Ration card / address proof
  - iv) Details of immediate family members (name and Date of birth) for Medical Insurance
5. Signed Copy of Appointment Letter

**INFORMATION REQUIRED FOR TRANSFERRING PROVIDENT FUND FROM PREVIOUS COMPANY**

If already a member of a Provident Fund with previous employer, then:-

1. Employer's name.
2. Date of joining and leaving service with them.
3. Name and address of the Regional Provident Fund Office.
4. Personal PF account No.
5. UAN no.
6. Names and Date of Birth of Family members you would want to mention as nominees for Provident Fund Scheme.

This is a computer generated offer and does not require any signature



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Chikkarampalayam Village,  
Karamadai, Metturpalayam Taluk,  
Coimbatore - 641 104.



Date: 07<sup>th</sup> March 2019

Dear JITHIN RAJ

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

**TERMS AND CONDITIONS:**

1. **Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
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6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
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8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting



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CIN:U72900TN2000PTC115034

Address : Plot No-32 A&B, 6<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> Floor, Ambit IT Park, Industrial Estate,  
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com

  
**Dr. M. JEYAKUMAR, M.E., Ph.D**

**PRINCIPAL**

**CHRIST THE KING ENGINEERING COLLEGE,**

**Chikkarampalayam Village,**

**Karamadai, Mettupalayam Taluk,**

**Coimbatore - 641 104.**



the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 1.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days notice in writing or one 15 Days of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to



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**Coimbatore - 641 104.**





the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.



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21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / Issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



  
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We look forward to having you on board on between June to August'22. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to [campus.career@csscorp.com](mailto:campus.career@csscorp.com) before **2 business days** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

XXXXX

Date

For CSS Corp Private Limited

Welcome to CSS Corp Private Limited

**P R Manikantan**

Senior Director, Campus and Institutional Alliances



  
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1. Annexure 1 - Salary Working

Salary Working			
Designation: Trainee - Technical Support		Grade:	JL 1 B
Guaranteed Compensation	Explanatory Notes	Monthly	Annual
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,131	85,566
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,571	18,850
<b>Total Guaranteed Compensation (TGC)</b>		<b>18,833</b>	<b>2,26,000</b>
Variable Component			
<b>Variable Performance Pay**</b>			<b>24,000</b>
<b>Gross Cost to Company (CTC)</b>			<b>2,50,000</b>
Insurance Benefits			
Personal Accident Disability Insurance Cover			7,50,000
Personal Accident Death Insurance Cover			15,00,000
Group Term Life Insurance Cover			15,00,000
Employee Deposit Link Insurance Cover			7,05,000
Hospitalization Insurance for self (spouse & 2 dependent children)			2,00,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to 60 days Basic			
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			



*M. Jeyakumar*  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
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APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

Ms. MAYA MOHINI B

**Offer for final placement**

It's my pleasure to share greetings and offer on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as a Management Trainee .

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

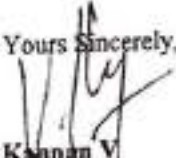
**Monthly Target :( 4th month onwards)**

Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
  2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
  3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
  4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
  5. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,

  
Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
Dr. M. J. FAKIRAMAR, M.E., Ph.D.  
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HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1891PLC046369

Technology Hub - Special Economic Zone

Plot No. 3A, Sector 126, NOIDA 201 304, UP, India

T: +91 120 8125000 F: +91 120 4683000

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India

www.hcltech.com

www.hcl.com

## OFFER & APPOINTMENT LETTER

Offer Release Date: July 9, 2019

Dear Venkatesh M,  
220 flowers cottage,  
CSI CMM higher  
secondary school,  
Ooty, India  
643001.

Dear Venkatesh M,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 11, 2019** at 9:00 A.M at the following address **BengaluruSEZ-Tower2-GF**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 425000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

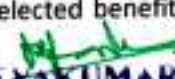
You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

**Annexure IV** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.



HCL Confidential

  
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CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamada, Mettur Taluk

**HCL**



HCL TECHNOLOGIES LTD.

Corporate Identification Number L741400X1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India

www.hcltech.com

www.hcl.com


At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.


Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,  
For HCL Technologies Ltd.



**Amrita Das**  
Senior Vice President  
Head-Global Rewards



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
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Chikkarnasopalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



Date: 4/11/2019

Dear RESHMA

Welcome to CSS Corp Private Limited (the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

#### PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.
2. **Training:** You are required to attend a classroom training/instructor led virtual training program on live project(s) for the initial 6 months, which term may be extended for further period(s), if required and at the sole discretion of the Company. Such training program includes soft skills, Technology, Product, Process and Tools training.

During training, there would be continuous assessments to evaluate your learning curve. All trainees are required to meet the passing thresholds in order to move ahead with the training. Failing in 2 consecutive assessments will lead to termination of employment. On successful completion of entire training program, those who qualify in the mid assessments and final assessments will be confirmed. This would also be subject to your completion of Graduation and necessary HR formalities (BGV).

#### TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.3,20,000/- (Rupees Three Lakh Twenty Thousand only)** per annum, before deductions, as explained further in Annexure 1. Subject to and on your successful completion of mandatory 'on project training', completion of probationary period and clearance of client assessment on your progress, your annual compensation may be increased by the Company, at its sole discretion, to **Rs 3,75,000 /- (Rupees Three Lakh Seventy-Five Thousand Only)**.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.3,04,000/- (Rupees Three Lakh Four Thousand Only)**.
3. **Annual Variable Compensation.** Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation maximum of **Rs.16,000/- (Rupees Sixteen Thousand Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company's intranet and get familiar with all the applicable policies and processes of the Company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as **Grade JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.



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6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Time Zones:** You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.
8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving ninety (90) days' written notice or three (3) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within two (2) years of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the



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- right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
  16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
  17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
  18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
  19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
  20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

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D.M. JEYARUMAL, M.R.Ph.D.

PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,

Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.





any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer, and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notices. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



  
**Dr. M. JEYARAJ**, M.B.A., Ph.D.  
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We look forward to having you on board on or before **Aug'22**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to [SriMagesh.SrinivasaRao@csscorp.com](mailto:SriMagesh.SrinivasaRao@csscorp.com) on or before 2 Business Days else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

\_\_\_\_\_  
Candidate Signature

\_\_\_\_\_  
Date

For CSS Corp Private Limited

**P R Manikantan**

Senior Director, Campus and Institutional Alliances

1. Annexure 1 - Salary Working & Benefits
2. Annexure 2 - Mandatory Documents to be produced on Joining Day & Reporting Details



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**Annexure -1**

**Salary Working**

<b>Name:</b>	Sharon Angel S		
<b>Designation:</b>	<b>Engineer Trainee-Networking</b>	<b>Grade:</b>	<b>JL 1B</b>
	<b>Explanatory Notes</b>	<b>Monthly</b>	<b>Annual</b>

**Guaranteed Compensation**

Basic Pay	30%	On TGC	7,600	91,200
House Rent Allowance	50%	On Basic	3,800	45,600
Statutory Bonus	As per the Act		1,520	18,240
Special Allowance*	Balancing Component		10,613	127,360

**Statutory Benefits**

Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
<b>Total Guaranteed Compensation (TGC)</b>			<b>25,333</b>	<b>304,000</b>

**Variable Compensation**

Variable Performance Pay (VPP)	5%	On CTC		16,000
<b>Total Variable Compensation**</b>				<b>16,000</b>

**Gross Cost to Company (CTC)** **320,000**

**Allowances**

Night Shift Allowance (US)	22 days		3,300	39,600
<b>Total Allowances</b>				<b>39,600</b>

**Benefits**

Personal Accident Disability Cover				750,000
Accidental Death Cover				1,500,000
Group Term Life Insurance Cover				1,500,000
Employee Direct Linked Insurance Cover				705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children				200,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	60 days	Basic		

**Deductions**

Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules

\*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution

\*\*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.

\*\* As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.

\*\* Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.



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**Chikkarampalayam, Villupuram**  
**Karamadai, Mertupalayam Taluk,**  
**Coimbatore - 641 104**

**Annexure 2**

**MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY:**

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials:
  - i) Degree certificates and those of other professional qualifications
  - ii) Photocopies of Certifications if any
2. Recent Color Photographs
  - i) Passport size photographs - 4 Numbers for self
  - ii) Stamp size photographs - 2 Numbers for self
3. From previous employment(s)
  - i) Last 3 months salary slips and/or copy of last salary revision
  - ii) Relieving letter from last employer
  - iii) Service certificates
  - iv) References of two people with whom you have worked.
  - v) Form 16 / IT Computation Sheet from previous employer(s) for the current financial year
4. Personal details
  - i) Copy of Valid Passport and Valid Visas
  - ii) Copy of PAN Card
  - iii) Copy of Ration card / address proof
  - iv) Details of immediate family members (name and Date of birth) for Medical Insurance
5. Signed Copy of Appointment Letter

**INFORMATION REQUIRED FOR TRANSFERRING PROVIDENT FUND FROM PREVIOUS COMPANY**

If already a member of a Provident Fund with previous employer, then:-

1. Employer's name.
2. Date of joining and leaving service with them.
3. Name and address of the Regional Provident Fund Office.
4. Personal PF account No.
5. UAN no.
6. Names and Date of Birth of Family members you would want to mention as nominees for Provident Fund Scheme.

This is a computer generated offer and does not require any signature



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Coimbatore - 641 104.



## OFFER & APPOINTMENT LETTER

Offer Release Date: July 9, 2019

Dear Prakash R,  
5/351, KUTTYMANI  
NAGAR, KAPPATTY,  
KOTAGIRI  
643217

Dear Prakash R,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 11, 2019** at 9:00 A.M at the following address **BengaluruSEZ-Tower2-GF**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 425000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of joining.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.



HCL Confidential

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Chikkeraupalayam Village,  
Karamadai, Mettupalayam  
Tamil Nadu - 641 104.

**HCL**

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L741400L1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India

www.hcltech.com

www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,  
For HCL Technologies Ltd.



**Amrita Das**  
Senior Vice President  
Head-Global Rewards



**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
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Chikkarampalavan Village,  
Karamada, Mettupalayam Taluk,  
Coimbatore - 641 104.



**Date: 07<sup>th</sup> March 2019**

**Dear Karthika**

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

**TERMS AND CONDITIONS:**

- 1. Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
- 2. Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
- 3. Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
- 4. Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
- 5. Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- 6. Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
- 7. Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
- 8. E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting



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**Coimbatore - 641 104.**






the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 1.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days notice in writing or one 15 Days of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to



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the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.



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21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



  
**Dr. M. JEYAKUMAR, M.F., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

**CSS Corp Private Limited**

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> Floor, Ambit IT Park, Industrial Estate,  
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com





We look forward to having you on board on between June to August'22. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to [campus.career@csscorp.com](mailto:campus.career@csscorp.com) before **2 business days** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

XXXXX

Date

For CSS Corp Private Limited

Welcome to CSS Corp Private Limited

**P R Manikantan**

Senior Director, Campus and Institutional Alliances



  
**Dr. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

**CSS Corp Private Limited**

CIN:U72900TN2000PTC115034

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Ambattur, Chennai Tel:91 44 66768000 ,[www.csscorp.com](http://www.csscorp.com)

1. Annexure 1 - Salary Working

Salary Working			
Designation: Trainee - Technical Support		Grade:	JL 1 B
Guaranteed Compensation		Explanatory Notes	Monthly
			Annual
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,131	85,566
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,571	18,850
<b>Total Guaranteed Compensation (TGC)</b>		<b>18,833</b>	<b>2,26,000</b>
Variable Component			
<b>Variable Performance Pay**</b>			<b>24,000</b>
<b>Gross Cost to Company (CTC)</b>			<b>2,50,000</b>
Insurance Benefits			
Personal Accident Disability Insurance Cover			7,50,000
Personal Accident Death Insurance Cover			15,00,000
Group Term Life Insurance Cover			15,00,000
Employee Deposit Link Insurance Cover			7,05,000
Hospitalization Insurance for self (spouse & 2 dependent children)			2,00,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to 60 days Basic			
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			



*M. Jeyakumar*  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
 PRINCIPAL  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikkarampalayam Village,  
 Karamadai, Mettupalayam Taluk,  
 Coimbatore - 641 104.

CSS Corp Private Limited  
 CIN: U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> Floor, Ambit IT Park, Industrial Estate,  
 Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com





## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
600083

### APPOINTMENT ORDER

Chennai – 83  
17 September 2019

To  
Bincy Daniel  
Christ The King Engg  
college, Coimbatore-641104

Dear Bincy Daniel,

With reference to Campus Interview, we are pleased to offer you an employment with **PRIMESOC Technologies** (the Company) as **Engineer – Trainee (Grade 7)** at our office located in Chennai on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be 2.5 LPA.
3. At the time of joining, you are advised to furnish in Original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhaar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing 3 years of bond with **PRIMESOC Technologies** (the Company). Your bond period commences after successful completion of training.
5. You will be on Training for a period of six months from the date of joining us as per clause 1 above. On satisfactory completion of Training period, you will be confirmed in writing. Till such time you shall continue to be on probation, which may be extended further at sole discretion of the management, based on your performance in the Company.
6. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
7. Your position is subject to your commitment of service for 3 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice
8. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 3 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your

Employer Sign



**Dr. M. J. Lakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp

APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

**Ms.CHRISTEENA ALPHONSE**

**Offer for final placement**

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as an Agency Trainee. Your salary will be 1.6 LPA. Basic salary with incentive (based on your performance) refer the annual income details below.

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

**Monthly Target :(4th month onwards)**

We will be pleased to offer on the basis of below points listed.


1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
  2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
  3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
  4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
  5. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,



Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Cuikearumpalkyam Village,  
Karamadai, Metturpalayam Taluk,  
Coimbatore - 641 104.



**APPOINTMENT ORDER**

**Private & Confidential**

Coimbatore

28.03.2019

Dear Candidates,

**ILAYAVANAN R**

**Offer for final placement**

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as an **Agency Trainee**.

**Annual Income:**

<b>Incentive + Basic</b>	5,34,000
<b>Quarterly Incentive</b>	72,000 (18000)PQ
<b>Total</b>	6,06,000

**Monthly Target :( 4th month onwards)**

<b>Target</b>	2,00,000 (APE)
<b>Code</b>	5(NLA)
<b>Activation</b>	5

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
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4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
5. Placement Location will be Coimbatore and Erode.


Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,



**Kannan V**  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarakupalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

MYNAVATHILG

**Offer for final placement**

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBI FEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as an **Agency Trainee**.

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000


**Monthly Target :( 4th month onwards)**

Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
  2. Once you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
  3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
  4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
  5. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,

  
Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



APPOINTMENT ORDER

Private & Confidential

Coimbatore

28/03/2019

Dear Candidates,

KAVYA.S

**Offer for final placement**

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as an **Agency Trainee**.

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

**Monthly Target :( 4th month onwards)**

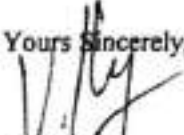
Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

We will be pleased to offer on the basis of below points listed.


1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
5. Placement Location will be Coimbatore and Erode.

Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,

  
Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
Dr. M. JEVAKUMAR, M.F., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaraupalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

Ms. ANN MARY JOSE

**Offer for final placement**

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as an **Agency Trainee**. Basic salary with incentive (based on your performance) refers the annual income details below.

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

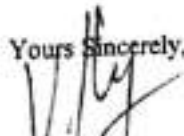
Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

**Monthly Target :( 4th month onwards)**


We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
  2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
  3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
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  5. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

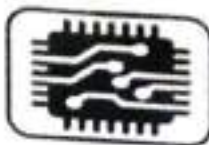
Yours Sincerely,

  
Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
Dr. M. JEYAKUMAR, M.E. Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.





## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,  
6<sup>th</sup> Avenue, Chennai-  
600083

### APPOINTMENT ORDER

Chennai – 83  
17 September 2019

To  
Paul Dominic  
Christ The King Engg college,  
Coimbatore-641104


Dear Paul Dominic,

With reference to Campus Interview, we are pleased to offer you an employment with **PRIMESOC Technologies** ("the Company") as **Engineer – Trainee (Grade 7)** at our office located in Chennai on the following terms and conditions

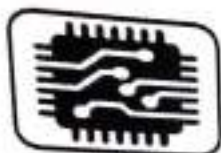
1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be 1.9 LPA
3. At the time of joining, you are advised to furnish in Original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhaar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing 3 **years** of bond with **PRIMESOC Technologies** ("the Company"). Your bond period commences after successful completion of training.
5. You will be on Training for a period of **six months** from the date of joining us as per clause 1 above. On satisfactory completion of Training period, you will be confirmed in writing. Till such time you shall continue to be on probation, which may be extended further at sole discretion of the management, based on your performance in the Company.
6. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
7. Your position is subject to your commitment of service for 3 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
8. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 3 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your

Employer Sign



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,


6<sup>th</sup> Avenue, Chennai-  
600083

completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.

9. Company will not provide you relieving or experience letter until you serve the company for 3 years as per your commitment
10. You're Salary and monetary compensation package is details are in annexure.
11. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.
12. You will be posted in **Primesoc Technologies** at Chennai for your initial training / induction. However during your employment with **PRIMESOC Technologies**, you are liable to be transferred or deputed to any of the offices/ departments manufacturing units of the Company/ Associate / Subsidiary / Group Company/ Client locations, anywhere in India or abroad on the same or similar terms and conditions of the employment. Provided that you are deputed to any associate / subsidiary / group Company/ Client locations outside India, by the country, and you agree to the same, you shall be treated as having bound yourself to serve the company for the deputation period and for the stipulated period.
13. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with **PRIMESOC Technologies** or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
14. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favour. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
15. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, not withstanding any other commitments in this letter.
  - Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your Manager, it would be assumed that you have

Employer Sign



  
**Dr. M. JAYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp





## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
600083

voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of PRIMESOC management.

- Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
- Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
- Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.

- Professional Ethics:

If you are found guilty, at any point of time of moral turpitude of dishonesty in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or

If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or


If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or

If during the period of your services, the management comes to the conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.

16. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.

17. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements



  
Dr. M. JAYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
600083

18. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
19. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
20. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
21. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
22. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to **PRIMESOC Technologies** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us.

Sincerely,

**Proprietor**

I read and understood and agree to accept employment on the aforementioned terms & conditions and will report for work on \_\_\_\_\_



Employer Sign

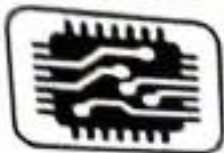
Employee Signature

LH Thump Impression

D. M. J. S. K. M. A. R., M.E., P.L.D. Employee Sign & LH Thump Imp  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarasipalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.







## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
600083

### APPOINTMENT ORDER

Chennai – 83  
17 September 2019

To  
Christo George  
Christ The King Engg college,  
Coimbatore-641104


Dear Christo George,

With reference to Campus Interview, we are pleased to offer you an employment with **PRIMESOC Technologies** ("the Company) as **Engineer – Trainee (Grade 7)** at our office located in Chennai on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be 1.3 LPA.
3. At the time of joining, you are advised to furnish in Original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhaar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing 3 years of bond with **PRIMESOC Technologies** ("the Company"). Your bond period commences after successful completion of training.
5. You will be on Training for a period of **six months** from the date of joining us as per clause 1 above. On satisfactory completion of Training period, you will be confirmed in writing. Till such time you shall continue to be on probation, which may be extended further at sole discretion of the management, based on your performance in the Company.
6. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
7. Your position is subject to your commitment of service for 3 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice
8. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 3 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your

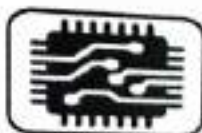
Employer Sign



  
DR. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Cuikeerampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp





## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
600083

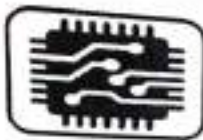
- completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
9. Company will not provide you relieving or experience letter until you serve the company for 3 years as per your commitment
  10. You're Salary and monetary compensation package is details are in annexure.
  11. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.
  12. You will be posted in **Primesoc Technologies** at Chennai for your initial training / induction. However during your employment with **PRIMESOC Technologies**, you are liable to be transferred or deputed to any of the offices/ departments manufacturing units of the Company/ Associate / Subsidiary / Group Company/ Client locations, anywhere in India or abroad on the same or similar terms and conditions of the employment. Provided that you are deputed to any associate / subsidiary / group Company/ Client locations outside India, by the country, and you agree to the same, you shall be treated as having bound yourself to serve the company for the deputation period and for the stipulated period.
  13. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with **PRIMESOC Technologies** or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
  14. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favour. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
  15. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, notwithstanding any other commitments in this letter.
    - Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your Manager, it would be assumed that you have

Employer Sign



Employee Sign & LH Thump Imp

  
DR. M. J. J. KUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamnadi, Mettupalayam Taluk,  
Coimbatore - 641 104.



## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,  
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voluntarily abandoned the services of the organization, and your services period would be extended to that extent/ terminated at the discretion of PRIMESOC management.

- Performance: If your performance is found wanting and if no improvement is found in your performance in spite of being informed, Management can terminate your services.
- Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
- Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
- Professional Ethics:

~~If you are found guilty, at any point of time of moral turpitude of dishonesty in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or~~


~~If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or~~

~~If during the period of your service, it is found that you are gainfully employed simultaneously, with some other company or~~

~~If during the period of your services, the management comes to the conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.~~

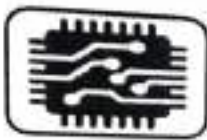
16. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.
17. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements



  
D. V. JAYAKUMAR, M.E., P.L.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp





# PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,  
6<sup>th</sup> Avenue, Chennai-  
600083

18. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
19. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
20. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
21. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
22. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to **PRIMESOC Technologies** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us.

Sincerely,

**Proprietor**

I read and understood and agree to accept employment on the aforementioned terms & conditions and will report for work on \_\_\_\_\_

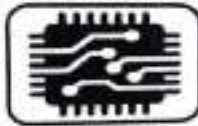
Employee Signature

LH Thump Impression



  
**D.M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
 Chikkarampalayam Village,  
 Karamadai, Mettupalayam Taluk,  
 Coimbatore - 641 104.

Employee Sign & LH Thump Imp



## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
600083

### APPOINTMENT ORDER

Chennai – 83  
17 September 2019

To  
Christo George  
Christ The King Engg college,  
Coimbatore-641104

Dear Christo George,

With reference to Campus Interview, we are pleased to offer you an employment with **PRIMESOC Technologies** ("the Company) as **Engineer – Trainee (Grade 7)** at our office located in Chennai on the following terms and conditions

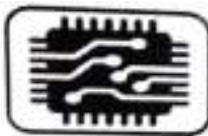
1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be 1.3 LPA.
3. At the time of joining, you are advised to furnish in Original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhaar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
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PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp





## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
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completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of 3 months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.

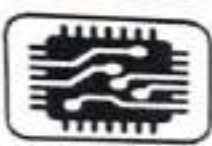
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Employer



Employee Sign & LH Thump Imp

  
Dr. M. JAYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampatayam Village,  
Karambadi, Mettupalayam Taluk,  
Coimbatore - 641 104.



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17. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.

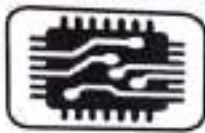
Employer Sign



*[Handwritten signature]*

Employee Sign & LH Thump Imp





## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

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600083

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We take pleasure in welcoming you to **PRIMESOC Technologies** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us.

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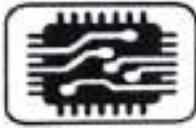
Employee Signature

LH Thump Impression



**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,  
6<sup>th</sup> Avenue, Chennai-  
600083

### APPOINTMENT ORDER

Chennai – 83  
17 September 2019

To  
Christo George  
Christ The King Engg college,  
Coimbatore-641104

Dear Christo George,

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1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
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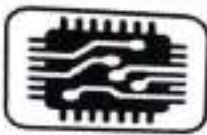
Employer Sign



*[Signature]*  
DR. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Cukkarampalayam Village,  
Karamadai, Metturpalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp





## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

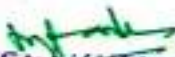
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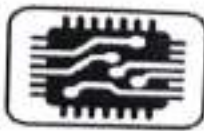
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Employer Sign



  
Dr. M. J. LAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

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18. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
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20. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
21. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
22. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to **PRIMESOC Technologies** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us.

Sincerely,

**Proprietor**

I read and understood and agree to accept employment on the aforementioned terms & conditions and will report for work on \_\_\_\_\_

Employee Signature

LH Thump Impression



  
**D.M. Jeyaraj, M.A., M.E., Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



APPOINTMENT ORDER

Private & Confidential

Coimbatore

28.03.2019

Dear Candidates,

Mr.ROBINS JOHN JOSEPH

**Offer for final placement**

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as an **Agency Trainee**. Basic salary with incentive (based on your performance) refer the annual income details below.

**Annual Income:**

Incentive + Basic	5,34,000
Quarterly Incentive	72,000 (18000)PQ
Total	6,06,000

Target	2,00,000 (APE)
Code	5(NLA)
Activation	5

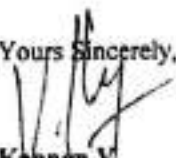
**Monthly Target :( 4th month onwards)**

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card.
3. You should complete the target of 2, 00,000 with 12 NOP and earn CMS of RS 35000 within 3 months period.
4. You should have 3 candidates under you. After that you will be promoted as a Agency Leader.
5. Placement Location will be Coimbatore and Erode.

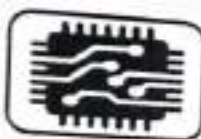
Hope the communication is clear and more clarification can be sought from the undersigned,

Yours Sincerely,

  
Kannan V  
Asst Branch Manager,  
Coimbatore [Erode Division].



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarumpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



# PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

6<sup>th</sup> Avenue, Chennai-  
600083

## APPOINTMENT ORDER

Chennai - 83  
17 September 2019

To  
Ranjith P  
Christ The King Engg college,  
Coimbatore-641104

Dear Ranjith P,

With reference to Campus Interview, we are pleased to offer you an employment with **PRIMESOC Technologies** ("the Company) as **Engineer - Trainee (Grade 7)** at our office located in Chennai on the following terms and conditions

1. Your appointment will be effective after successful Completion of your Engineering degree without any arrears and from the date of your joining the Company.
2. Your salary will be 1.8 LPA.
3. At the time of joining, you are advised to furnish in Original proof of age, School, degree certificates and mark sheets indicating your academic accomplishments, Aadhaar, PAN details. Please note that in the event of your not being able to submit any of the documents mentioned above, your appointment with the Company can be reconsidered by the management. Your school, degree, college mark sheets and degree certificates will be retained by company till bond period.
4. This offer is valid only after signing 3 years of bond with **PRIMESOC Technologies** ("the Company"). Your bond period commences after successful completion of training.
5. You will be on Training for a period of six months from the date of joining us as per clause 1 above. On satisfactory completion of Training period, you will be confirmed in writing. Till such time you shall continue to be on probation, which may be extended further at sole discretion of the management, based on your performance in the Company.
6. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
7. Your position is subject to your commitment of service for 3 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice
8. Your appointment will continue unless terminated by the Company by one month written notice. On your completion of 3 years of bond period, should you desire to resign from the Company you shall provide the Company with prior written notice of 3 months after your

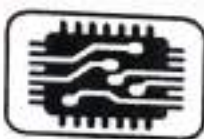
Employer Sign



Employee Sign & LH Thump Imp

DR. M. J. JAYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karanadai, Metturpalayam Taluk,  
Coimbatore - 641 104.





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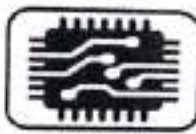
9. Company will not provide you relieving or experience letter until you serve the company for 3 years as per your commitment
10. You're Salary and monetary compensation package is details are in annexure.
11. You will be entitled to leave and other employee benefits as per the rules and policies framed by the Company from time to time.
12. You will be posted in **Primesoc Technologies** at Chennai for your initial training / induction. However during your employment with **PRIMESOC Technologies**, you are liable to be transferred or deputed to any of the offices/ departments manufacturing units of the Company/ Associate / Subsidiary / Group Company/ Client locations, anywhere in India or abroad on the same or similar terms and conditions of the employment. Provided that you are deputed to any associate / subsidiary / group Company/ Client locations outside India, by the country, and you agree to the same, you shall be treated as having bound yourself to serve the company for the deputation period and for the stipulated period.
13. You are not permitted to take on any other gainful or commercial employment, business, part-time or full-time, directly or indirectly, simultaneously as long as you are employed with **PRIMESOC Technologies** or engage yourself directly or indirectly in any other profitable business connected with dealings or activities of the company in any way.
14. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this company, whether within or outside the company's office premises or normal working hours, will belong to the Company and, to the extent it does not or cannot do below to the company, is hereby assigned by you in the Company's favour. You further agree, that you will keep completely confidential all information pertaining to the Company, its owners, officials, employees and clients and its and their respective business activities, income, accounts etc., and shall not disclose the same to any person excepts those legitimately concerned with the Company and who have the need to know the same for the business of the Company.
15. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, not withstanding any other commitments in this letter.
  - **Absenteeism:** In the event of your absence from work for any reasons for more than seven days without written permission from your Manager, it would be assumed that you have

Employer Sign



**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



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- Fitness: If you are found physically or mentally unfit to discharge your duties, Management can terminate your services.
- Breach of confidentiality: If any of your actions are in breach of the confidentiality, Management can terminate your services.
- Professional Ethics:

~~If you are found guilty, at any point of time of moral turpitude of dishonesty in dealing with the company's money or material or documents of theft or of misappropriation regardless of the value involved or~~

~~If it found the particulars provided by you at the time of appointment are found to be incorrect or that you have concealed or withheld some other relevant facts or~~


~~If during the period of your service, it is found that you are gainfully employed, simultaneously, with some other company or~~

~~If during the period of your services, the management comes to the conclusion that your behavior is in the contrary to normal conduct in a work place causing disruption of your or your colleague's work. Management can terminate your services.~~

16. You are required to keep the HR department of the Company informed of any change in your residential/ correspondence address along with contact phone numbers as well as contact persons and their telephone numbers to contact in emergency. Any correspondence sent at your last communicated address would be deemed to have been received by you.
17. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements

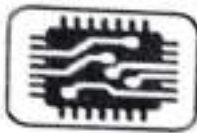
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Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
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Employee Sign & LH Thump Imp





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18. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company.
19. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
20. You are required to strictly maintain the confidentiality of and not to discuss, divulge, communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company
21. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
22. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to **PRIMESOC Technologies** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us.

Sincerely,

Proprietor

I read and understood and agree to accept employment on the aforementioned terms & conditions and will report for work on \_\_\_\_\_

Employee Signature

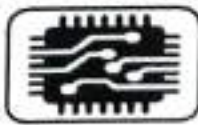
LH Thump Impression

Employer Sign



  
Dr. M. Jeyakumar, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
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Employee Sign & LH Thump Imp



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15. Your services can be terminated by the Management, at its own discretion, for any of the following reasons, notwithstanding any other commitments in this letter.
  - Absenteeism: In the event of your absence from work for any reasons for more than seven days without written permission from your Manager, it would be assumed that you have

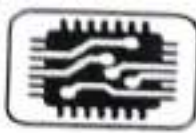
Employer Sign



  
**D. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarnapalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp





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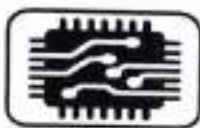
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17. On joining the company a formal agreement to effect non disclosure of confidential information and intellectual property shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other or your previous employers if any, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements



  
Dr. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



## PRIMESOC Technologies

No 12,43<sup>rd</sup> Street, Ashok Nagar,

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Sincerely,

**Proprietor**

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Employee Signature

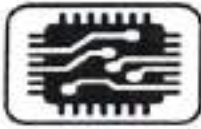
LH Thump Impression



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
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## **PRIMESOC Technologies**

No 12,43<sup>rd</sup> Street, Ashok Nagar,

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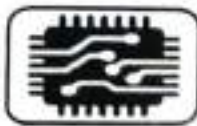


*[Handwritten Signature]*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
**PRINCIPAL**  
**CHRIST THE KING ENGINEERING COLLEGE,**  
**Chikkarampalayam Village,**  
**Karamadai, Mettupalayam Taluk,**  
**Coimbatore - 641 104.**

Employee Sign & LH Thump Imp







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www.primesocvlsi.com

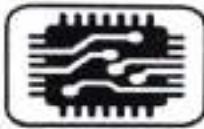
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*[Signature]*  
DR. N. J. V. SUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarumpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



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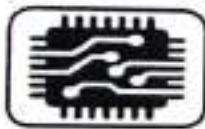
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19. Any information, data, drawings, processes and designs that become available to you during the course of your employment with the company are the absolute property of the company. You shall not part with, divulge or pass on any of the above to any one, exception the normal course of discharge of your duties and functions within the Company.
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21. You will abide by the rules and regulations of the company which are in force and revised from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof
22. In case any of the information furnished by you during the selection process if found to be incorrect or false, and/ or it is found that you have suppressed any information in respect of your qualifications and past experience, the company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take pleasure in welcoming you to **PRIMESOC Technologies** family and wishing you all the very best. Your qualification, skills and experience will be a valuable asset for us and wishing you a great career with us.

Sincerely,

Proprietor

I read and understood and agree to accept employment on the aforementioned terms & conditions and will report for work on \_\_\_\_\_

Employee Signature

LH Thump Impression



  
**Dr. M. JEVAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

Employee Sign & LH Thump Imp



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear JOHN JOSE

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Kuramadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

- 5.1 You are entitled to casual leave of 2 days.
- 5.2 You are entitled to 3 working days of paid sick leave.
- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



**Dr. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkaranpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

**11. Confidential Information**

11. 1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

**12. Notices**

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

**13. Applicability of Company Policy**



*[Signature]*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear SONIA B

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



*[Signature]*  
Dr.M.JEYAKUNAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.


### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

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M. JAYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

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11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

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## 13. Applicability of Company Policy



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamada, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear SREERAG T

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



*Infante*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

- 5.1 You are entitled to casual leave of 2 days.
- 5.2 You are entitled to 3 working days of paid sick leave.
- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

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### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

- 10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
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*[Signature]*  
**Dr. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

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11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

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11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

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## 13. Applicability of Company Policy



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Metturpalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

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#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampetayam Village,  
Karamadai, Memupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear STEFFIN SEBASTIAN

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

**5. Leave/Holidays**

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- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

**7. Nature of duties**

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**3. Company property**

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**10. Termination**

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*[Signature]*  
**Dr. M. VEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamada, Mettupalayam Taluk,

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### 13. Applicability of Company Policy



  
Dr. M. JEYAKUMAR, M. E. Ph. D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



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#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaraipalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ABIN FRANCIS

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.



*[Signature]*  
**D.M.JEYAKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

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*[Signature]*  
Dr. M. J. E. RAJAN, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

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## 12. Notices



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



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Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear VIJAY P

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**


Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104,



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

- 5.1 You are entitled to casual leave of 2 days.
- 5.2 You are entitled to 3 working days of paid sick leave.
- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

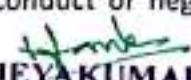
### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable grounds to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



  
**DR. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkrampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 601 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

### 11. Confidential Information

11. 1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.


11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

### 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ABY JOSE

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

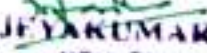
**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire



  
DR. N. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikarandipalayam Village,  
Karambadi, Mettupalayam Taluk,  
Coimbatore - 641 104.



### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

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### 3. Company property

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### 3. Borrowing/accepting gifts


You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.



  
Dr. M. JEYAKUMAR, M.E. Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaraipalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

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11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

## 12. Notices



*M. Jeyakumar*  
Dr. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



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### 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ADARSH M SIJEN

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.



*[Signature]*  
D.M.JEYAKRISHNAN  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE  
Chikkarampalayam Village,  
Karamadai, Metturpalayam Taluk,  
Coimbatore - 641 104.



### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

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### 3. Borrowing/accepting gifts


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### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.



  
Dr. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

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11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

## 12. Notices



  
Dr. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamada, Mettupalayam Taluk,  
Coimbatore - 641 104.



Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., P.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear SHIJIN N M

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
**DR. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

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### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

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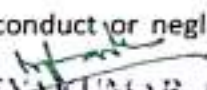
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J. SANKAR KUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; Documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

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*M. Jeyakumar*  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
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HR MANAGER



  
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PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 541 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear SIMSON WILSON

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

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### 3. Company property

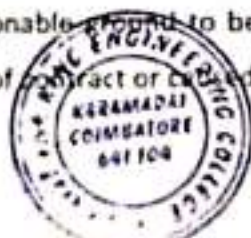
You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 2. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

- 10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- 10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- 10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable grounds to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



**A. J. J. J.**  
— PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamada, Mettupalayam Taluk,  
Coimbatore - 641 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

11. 1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy



  
Dr. M. JEVAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear VISHNU V S

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

- 5.1 You are entitled to casual leave of 2 days.
- 5.2 You are entitled to 3 working days of paid sick leave.
- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.


### 9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

- 10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- 10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- 10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable grounds to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



  
**Dr. M. JAYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

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11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

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## 13. Applicability of Company Policy



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear CLINS A S

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



**Dr. M. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than            months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

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11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.



  
**K.M. Jeyakumar, M.E., Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

## 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

## 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
DR. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -64 1035.

Date: 06-03-2019

Subject: Appointment for post of Production Trainee

Dear ALEX THOMAS

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
Dr. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

- 5.1 You are entitled to casual leave of 2 days.
- 5.2 You are entitled to 3 working days of paid sick leave.
- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

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### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

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*M. N. Jeyakumar*  
**M. N. Jeyakumar, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkurampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

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**12. Notices**

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**13. Applicability of Company Policy**



*[Signature]*  
Dr. M. Jeyakumar, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

**14. Governing Law/Jurisdiction**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

**15. Acceptance of our offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ADARSH T FRANCIS

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.



**D. M. JAYAKUMAR, M.E., P.E. D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

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5.2 You are entitled to 3 working days of paid sick leave.

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

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10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.



*[Signature]*  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

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11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

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Dr. M. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYARAJ KUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear SARATH KUMAR A B

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**


Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



**Dr. M. J. YAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.


11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedies which the Company may have against you in law.



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy

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## 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

## 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.

  
HR MANAGER



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear SARATH SEBASTIAN

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**


Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
**Dr. N. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



*[Signature]*  
**Dr. M. J. YAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Memupalayam Taluk,  
Coimbatore

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

11. 1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy



  
Dr. M. JEVAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karamnadi, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear SHIBIN V

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



**Dr.M.JEYAKUMAR, M.E.,Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaravattiyam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



*Dr. M. Jeyaraj*  
DR. M. J EYARAJ, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,

- 10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- 10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.
- 10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

**11. Confidential Information**

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- 11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- 11.3 At no time, will you remove any Confidential Information from the office without permission.
- 11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- 11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.



*[Signature]*  
**Dr. M. Jeyakumar, M.E., Ph.D**  
**PRINCIPAL**  
 CHRIST THE KING ENGINEERING COLLEGE,  
 Chikkarampalayam Village,  
 Karamadai, Mettupalayam Taluk,  
 Coimbatore - 641 104.



## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

## 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

## 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
**Dr. M. J. YAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear KISHORE KUMAR R

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil Nadu. You may however be required to work at any place of business which the Company has, or may later acquire.



*[Signature]*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Cotikarampalayam Village,  
Karamnada, Mettupalayam Taluk,  
Coimbatore - 641 104.  
Coimbatore - 641 104.



### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

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### 3. Borrowing/accepting gifts


You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, ~~left~~ after adjustment of pending leaves, as on date.



  
D.M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

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11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

## 12. Notices



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



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### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chukkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 541 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear JOSEKUTTY PIUS

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

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### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

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You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract, or caused any loss to the Company.



**M. J. JAYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

### 11. Confidential Information

11. 1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

### 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy



*[Signature]*  
D. M. J. PAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

**14. Governing Law/Jurisdiction**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

**15. Acceptance of our offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear KUMAR C

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**


Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



  
**DR. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



  
Dr. M. J. J. KUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.



Dr. M. J. ...  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

## 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

## 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.


We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaratopalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear JAYACHINNAIAH C

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto. Dr. N. J. VAKUMAR, M.E., Ph.D.



*N. J. Vakumar*  
DR. N. J. VAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE  
Chikkarasampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



### 4. Place of posting

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or 30 days thereof. For the purpose of this clause, salary shall mean basic salary.



**D. MEYARIMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.



*[Signature]*  
Dr. M. JEYAKANTHAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikarampalayam Village,  
Karamudai, Mettupalayam Taluk,  
Coimbatore - 641 184.



## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

## 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

## 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
D.N. Jeyaraj, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarsupalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 541 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear MILTON JUDE M

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



*M. Jeyakumar*  
**Dr.M.JEYAKUMAR, M.E.,Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable grounds to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



**Dr. M. JEVAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karanadai, Metturpalayam Taluk,  
Coimbatore - 641 104.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

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11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.


11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy



  
Dr. M. Jeyakumar, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Cuikkarampalayam Village,  
Karamadai, Metturpalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
DR. M. JEYAKUMAR, M.E., P.E.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarempalayam Village,  
Karamada, Meitupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear JEWEL JOY

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



*[Signature]*  
**D. M. JEVANIMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

- 5.1 You are entitled to casual leave of 2 days.
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- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

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**D. M. JEVAKUTAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

### 11. Confidential Information

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11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

### 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chinnarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

**14. Governing Law/Jurisdiction**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

**15. Acceptance of our offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEVAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karambadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ARJUN K

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has or may later acquire.



*D.M. JEYAKUMAR*  
**D.M. JEYAKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



### 3. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts


You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.



  
DR. M. J. YAKUB M. M. E., PH.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.





Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
DR. M. J. E. S. KUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ASWINRAJ I K

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarsampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

- 5.1 You are entitled to casual leave of 2 days.
- 5.2 You are entitled to 3 working days of paid sick leave.
- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

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### 10. Termination

- 10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- 10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- 10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable grounds to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



*[Signature]*  
D. M. J. E. YAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamnada, Mettupalayam Taluk,  
Coimbatore - 641 104.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

11. 1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

## 13. Applicability of Company Policy



Dr. M. J. E. V. KRISHNAN, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.


We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ANOOP DAMODARAN

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**



  
D. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Karumadai, Mettupalayam Village,  
Karumadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 3. Leave/Holidays

- 3.1 You are entitled to casual leave of 2 days.
- 3.2 You are entitled to 3 working days of paid sick leave.
- 3.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.



**W. S. JEEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

### 11. Confidential Information

11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

### 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy



*M. Jeyakumar*  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

#### 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

#### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
DR. N. JAYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ASHIL ANTONY

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.



**Dr. M. JEVAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamaduru, Mettupalayam Taluk,



### 3. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### 9. Borrowing/accepting gifts


You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.



  
**Dr. M. J. Y. AKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkaranpalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

**11. Confidential Information**

11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

**12. Notices**



*[Handwritten Signature]*  
D.M. JEVAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkurampalayam Village,  
Karambadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 13. Applicability of Company Policy

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### 14. Governing Law/Jurisdiction

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### 15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.


We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampallyam Village,  
Karamada, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear BROOKS B GOMEZ

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayem Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 3. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

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5.2 You are entitled to 3 working days of paid sick leave.

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### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



  
DR. N. J. VARKULAK, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

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11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.



*[Signature]*  
Dr. M. JESHAKUMAR, M.E., PH.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**12. Notices**

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

**13. Applicability of Company Policy**

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

**14. Governing Law/Jurisdiction**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

**15. Acceptance of our offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampally,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear CIRIL JJI

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



*[Signature]*  
Dr. M. JEEVAKUMAR, M.E., P.H.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karumadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work**

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

**5. Leave/Holidays**

- 5.1 You are entitled to casual leave of 2 days.
- 5.2 You are entitled to 3 working days of paid sick leave.
- 5.3 The Company shall notify a list of declared holidays in the beginning of each year.

**7. Nature of duties**

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

**3. Company property**

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

**3. Borrowing/accepting gifts**

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

**10. Termination**

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



*M. Jeyakumar*  
**Dr.M.JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

- 10.2 You may terminate your employment with the Company, without any cause, by giving no less than          months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- 10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.
- 10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

- 11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.
- 11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- 11.3 At no time, will you remove any Confidential Information from the office without permission.
- 11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- 11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.



*Dr. M. Jeyakumar*  
DR. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarasulpalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



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## 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

## 15. Acceptance of our offer

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We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkerampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

  
HR MANAGER



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ADHARSH P BABU

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



  
**Dr. M. Jeyarajamar, M.E., Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

### 5. Leave/Holidays

5.1 You are entitled to casual leave of 2 days.

5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### 3. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.


### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



  
DR. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than *months* prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## 11. Confidential Information

11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the


Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.



  
DE. ALJEVAKUMAR, M. E. S. G.  
PRINCIPAL  
KARAMADAI ENGINEERING COLLEGE,  
Chakkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 541 104.



## 12. Notices

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## 13. Applicability of Company Policy

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## 14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [State] only.

## 15. Acceptance of our offer


Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

We wish them every success in life



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

  
HR MANAGER



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear ALAN JOY

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.

**4. Place of posting**



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarapalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

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5.2 You are entitled to 3 working days of paid sick leave.

5.3 The Company shall notify a list of declared holidays in the beginning of each year.

### 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

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### 3. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### 10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.



  
D. V. JEYAKUMAR, M.E., Ph.D  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

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11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have at your disposal in law.



*[Signature]*  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Ubikkaranpalayam Village,  
Karamadai, Mertupalayam Taluk,  
Coimbatore - 641 104.



## 12. Notices

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## 15. Acceptance of our offer


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Yours Sincerely,

We wish them every success in life



  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.

  
**HR MANAGER**



**C.R.I. PUMPS**

C.R.I. PUMPS PRIVATE LIMITED  
7/46-1, Keeranatham Road,  
Saravanampatty,  
Coimbatore -641035.

Date: 06-03-2019

**Subject: Appointment for post of Production Trainee**

Dear DINO NIXIN N M

We are pleased to offer you, the position of Production Trainee with CRI PUMPS the 'Company' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 10.8.2019

**2. Job title**

Your job title will be [Production Trainee], and you will report to Mr. RAJESH, Supervisor.

**3. Salary**

Your salary 16000 and other benefits will be as set out in Schedule 1, hereto.



  
**Dr. M. JEYAKUMAR, M.E., Ph.D**  
**PRINCIPAL**  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



### 1. Place of posting

You will be posted at Coimbatore, Tamil nadu. You may however be required to work at any place of business which the Company has, or may later acquire.

### 3. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9.00 am to 8.00 pm and you are expected to work not less than 10 hours each week, and if necessary for additional hours depending on your responsibilities.

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*[Signature]*  
**Dr. M. JEYAKUMAR, M.E., Ph.D.**  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 100

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11.3 At no time, will you remove any Confidential Information from the office without permission.

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**D.M.JEYAKUMAR**, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkampalayam Village,  
Karamadai, Mettupalayam Taluk,  
Coimbatore - 641 104.



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Yours Sincerely,

We wish them every success in life

  
HR MANAGER



  
Dr. M. JEYAKUMAR, M.E., Ph.D.  
PRINCIPAL  
CHRIST THE KING ENGINEERING COLLEGE,  
Chikkarampattayam Village,  
Karimnagar, Metturpalayam Taluk,  
Coimbatore - 641 104.