



# THIAGARAJAR COLLEGE OF ENGINEERING

(A Government Aided Autonomous Institution Affiliated to Anna University)

Approved by AICTE, Ranked in NIRF, Programmes Accredited by NBA

Accredited with A+ Grade (3.47 out of 4) by NAAC in Cycle 1)

Madurai 625015, Tamil Nadu

**67**  
YEARS  
1957-2024  
Celebrating  
Academic Excellence

## M.E Industrial Engineering Placement Details for the Academic Year 2020 - 2021

Sl. No.	Reg. No.	Name of the Student	Department	Name of the Company	Annual CTC	Offer Letter Link
1	19L003	K Bharani Dharan	ME Industrial Engineering	Keystone Automation	1,20,000	<a href="#">Offer Letter</a>

056-HR  
14-Dec-2020

(71)  
192003

**KEYSTONE**  
Automation Solutions Private Ltd.

**Mr K Bharani Dharan**

Plot no:86, Mela Anuppanadi Housing Board  
Madurai - 625 009

*[Signature]*  
Dr. G.K. Raajesh  
Placement Officer  
Thiagarajar College of Engineering  
Madurai-625 015

Dear Mr K Bharani Dharan,

**Subject: Appointment Letter on Probation**

Further to our discussion, we are pleased to inform you that you are hereby appointed as **System Engineer** in our Automation IT Division of our Organization to be based at Chennai as per terms and conditions discussed and agreed upon as under -

1. This appointment is effective from December 15, 2020, the date of your joining our Organization.
2. Your salary and other allowances shall be **as per enclosed statement [Refer Annexure]**.
3. Your job functions and responsibilities as **System Engineer** will be as defined broadly during induction.
4. You will be placed on probation for a period of Three **months** and the said period can be extended by another three months if the evaluation is not complete. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not be deemed to be permanent.
5. During probation, the notice period for termination / resignation will be 1 month from either side. After confirmation, the notice period required from either side is two months.
6. Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.
7. During the period of service with the company, you shall not indulge and/ or take part in any activity of formation of council and / or association or become a member being part of management staff which are found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.
8.
  - a) Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch and vice-versa or office/ branch to another office/ branch of an associate company, existing or to come into existence in future or any of the Company's branch office or locations anywhere in India or abroad or any other concern where this Company has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department / office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable.
  - b) The aforesaid Clause (a) will not give you any right to claim employment in any associate or / sister concern or ask for a common seniority with the employee of sister / associate concern.
9. During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the Company in writing. Any contravention of this condition will entail termination of your services from the Company.

**Keystone Automation Solutions Private Limited**

Office: 2/796 Sakshi Towers, 1<sup>st</sup> Main Road, Kazura Gardens, Neelangarai, Chennai (600 041)  
Regd Off: 11/12 (B12/3) Besant Nagar 25<sup>th</sup> Cross Street, Besant Nagar Chennai, (600 090)  
+91 9894 654 399 | [ganasa@kaspl.net](mailto:ganasa@kaspl.net) | [www.kaspl.net](http://www.kaspl.net)

CIN: U72900TN2013PTC090078  
GST: 33AAFCK1084J1ZL

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Automation Solutions Private Ltd.

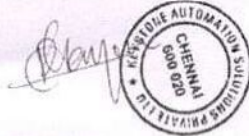
10. You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
11. In the event you are absent from duty for more than 10 days without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company.
12. 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.
13. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

Hope that this will be the beginning of a long and successful career with us.

Yours faithfully,

**For Keystone Automation Solutions Pvt Ltd.,**



**P Ganasa**  
Director

Accepted: \_\_\_\_\_  
**K Bharani Dharan**  
Madurai

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**Annexure to Appointment Letter dated December 1, 2020 of  
Mr K Bharani Dharan, appointed as System Engineer under probation**

Break-up of Gross Remuneration		
1	<b>Monthly Remuneration - Probation</b>	<b>INR/Month</b>
	Basic	7,000/-
	Special Allowance	2,000/-
	<b>TOTAL</b>	<b>9,000/-</b>
<b>OTHERS</b>		
1. <b>Leave:</b> You will be entitled to sick and casual leave as applicable to your category of employees as per company norms.		
2. <b>Tax:</b> Applicable tax will be borne by the employee		

for Keystone Automation Solutions Pvt Ltd



Director

*Dr. G.K. Raajesh*  
Dr. G.K. Raajesh  
Placement Officer  
Thiagarajar College of Engineering  
Madurai-625 015

Accepted: \_\_\_\_\_  
K Bharani Dharan  
Madurai