



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 Structural Engineering Placement Details for the Academic Year 2021-2022

Sl. No.	Reg. No.	Name of the Student	Department	Name of the Company	Annual CTC	Offer Letter Link
1	20J009	Gopal I	Structural Engineering	4A Design and Engineering Private Limited	11,60,520	<u>Offer Letter</u>
2	20J005	Eugene Victor A	Structural Engineering	Wood	3,30,000	<u>Offer Letter</u>
3	20J004	Deepakkumar M	Structural Engineering	Fichtner	3,30,000	<u>Offer Letter</u>
4	20J017	Prathibha	Structural Engineering	Wood	3,30,000	<u>Offer Letter</u>

4A**4A DESIGN & ENGINEERING PVT. LTD****WORK ORDER****4A D&E/2022/RIG/WO/009**

Date: 16.01.2023

Mr. GOPAL I
No. 7-A, Anand Nagar,
Maduranthakam
Chennai - 603 306

Mob: +91-80568 05479
E-mail: er.gopal97@gmail.com

Dear Mr. Gopal I

Sub: Civil Division - Design Support work

Ref: Your Interview on 07.01.2023 and your mail dated 13.01.2023

With reference to our above mail on the subject, we are pleased to place this order on you to carry out the works as per the details furnished below

S. No.	Description	Period	Rate/ Month (30/31 days) (Rs.)	Total Amount (Rs.)
1	Design Support Services in Civil Designs Division.	23.01.2023 to 30.04.2023	30,000	98,710
Less: TDS @ 2%				1,974
(Total Rupees Ninety Six Thousand Seven Hundred and Twirty Six Only)				96,736

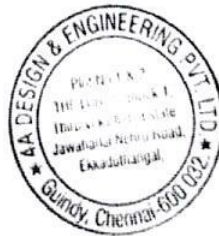
WORK ORDER AGREEMENT PERIOD	:	The Contract period starts from 23.01.2023 to 30.04.2023. Depending on the project status, the contract may be extended for further period without any change in the contract rate, existing terms and conditions.
PAYMENT TERMS	:	100% payment will be released on monthly basis (Pro-rata) within 7 days from the date of receipt of your Invoice.

Thanking you,

Yours faithfully,
for **4A DESIGN & ENGINEERING PVT. LTD.,**



D. KAMARAJ
DEPUTY GENERAL MANAGER



PLOT NO. 1 & 2, BLOCK NO.1, THE LORDS, THIRU-VI-KA INDUSTRIAL ESTATE,
JAWAHARALAL NEHRU ROAD, EKKADUTHANGAL, GUINDY, CHENNAI-600032.
Tel: +91-44-4019 3333, Fax: +91-44-4019 3340, Email: 4a@4adesign-eng.com,
Website: www.4adesign-eng.com, C.R. No. U74900TN2013FTC091968/2013-2014



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

2022
wood.

Wood India Engineering & Projects Private Limited
(formerly known as "Amec Foster Wheeler India Private Limited")
6th Floor, Zenith Building
Ascendas IT Park
CSIR Road, Taramani
Chennai - 600 113, India
T: +91 44 6622 3100
F: +91 44 6622 2991
www.woodplc.com

WIEPPL:MD:PGET22:EVA
Dated: 29 July 2022

Mr. Eugene Victor A
Roll # 20J005
Civil Engineering Department
Thiagarajar College Of Engineering
Madurai – 625015

Dear Eugene Victor,

This has reference to our offer letter **MD:PGET22:EVA** dated **10 June 2022**, for the position of 'Post Graduate Engineer Trainee – Civil & Structural' in Wood India Engineering & Projects Private Limited, located at Chennai.

We are pleased to inform you that the joining date for our Post Graduate Engineer Trainees is **10 August 2022**.

You are requested to report to our office at 8.30 AM. The list of documents to be brought on the date of joining is attached. If you require any clarifications, please contact the Human Resources Team at +91 44 6622 3100

On behalf of Wood India Engineering & Project Private Limited, I would like to welcome you and look forward to your joining our organization.

Best Wishes,



(for)
PARTHASARATHY, S T
MANAGING DIRECTOR

In continuance to my acceptance of your offer letter dated 10 June 2022 I hereby confirm to join on _____.

(Eugene Victor A)

Documents required to be submitted to HR on the date of joining

S.No	List of Credentials
1	Offer letter issued by the Company
2	All educational qualifications starting from SSLC / Class X
3	Medical Fitness Certificate from any registered medical practitioner - General Health (Certificate not to be older than 60 days prior to the date of joining)
4	Passport
5	PAN card
6	Three passport size and two stamp size photographs

Important Note:

1. All the above documents are to be produced compulsorily on the date of joining.
2. Originals and photocopies (copies only in A4 sizes) of all the above documents should be brought on the date of joining. Originals will be returned back immediately after verification by HR.
3. Reporting Time - 8.45 AM



2022
Dr. G.K. Raajesh
Placement Officer
Thiagarajar College of Engineering
Madurai-625 015

2022
FICHTNER
INDIA

Fichtner Consulting Engineers (India) Pvt. Ltd.
9th Floor, Menon Eternity,
165, St. Mary's Road, Alwarpet
Chennai - 600 018, India
GSTIN : 33AAACF5620Q2ZI (Tamilnadu)

Phone : +91 44 4593 2600
Fax : +91 44 4593 2809
Internet : www.fichtner.co.in

Mr. DEEPAK KUMAR M
EM.ID.R2298
CIVIL & STRUCTURALS

Our reference : CO / R2298 / 2022-2023
Contact person : Manoj Kumar T M
Direct dialling : +91 44 4593 2649
E-mail : manojkumartm@fichtnerindia.com
Date : 21-08-2023

PERFORMANCE REVIEW 2022-2023 & ABSORPTION IN SERVICES

Dear Deepak Kumar M

We refer to our appointment letter Ref: FVHR/CHN/PO/APP/2298 dated 22-08-2023 and subsequent training you had undergone with us. We are pleased to inform you that you have successfully completed your training period.

Accordingly, you are hereby absorbed on the rolls of the company and you will be designated as **DESIGN ENGINEER- CIVIL & STRUCTURALS**, with effect from 25-08-2023.

The management is pleased to revise your compensation from 330000/- p.a to 380008/- p.a, with effect from 25-08-2023. The revised compensation break up is given in the enclosed annexure.

We appreciate the efforts demonstrated by you and trust that you will continue your good efforts for the growth of the company.

Best wishes,

Fichtner Consulting Engineers (India) Pvt Ltd,

for A. Vignesh A.

T.M.MANOJ KUMAR
MANAGER - HR

SALIM Y PATEL
DEPUTY GENERAL MANAGER - HR

ENGINEERING - CONSULTING

Registered Office : FICHTNER Consulting Engineers (India) Pvt. Ltd.,
Menon Eternity, 9th Floor, 165, St. Mary's Road, Alwarpet, Chennai - 600 018, India

CIN : U74210TN1987PTC014366, PAN No. AAACF5620Q, Udhayam registration No. UDYAM-TN-02-0000446, IE Code 404012671

wood.

Wood India Engineering & Projects Private Limited
(formerly known as 'Artec Foster Wheeler India Private Limited')

6th Floor, Zenith Building

Ascendas IT Park

CSIR Road, Taramani

Chennai - 600 113, India

T: +91 44 6622 3100

www.woodplc.com

WIEPPL-MD-PGET22-PB

Dated: 10 June 2022

Ms. Pradhibha B

Roll# 20J017

Civil Engineering Department

Thiagarajar College Of Engineering

Madurai - 625015

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

Dear Pradhibha,

Offer of Employment:

We refer to your job application and the subsequent interviews with Wood. We are pleased to offer you employment as '**Post Graduate Engineer Trainee - Civil & Structural**' in Wood India Engineering & Projects Private Limited. (hereinafter referred to as 'the Company'), located at **Chennai**.

Remuneration:

You will receive a total, all inclusive, compensation of **Rs. 47,000/- (Rupees Forty Seven Thousand only)** per month. The detailed break-down of the monthly / annual compensation structure (also referred as Total Cost to the Company) has been enclosed as annexure 1 along with this offer letter.

Your appointment to the above position is effective the date of your joining. The tenure of the Post Graduate Engineer Trainee (PGET) Programme will be Twelve months. At the time of joining, you will have to sign a service agreement to the tenure of the Programme and Twelve months thereafter.

Your Date of Joining will be notified to you later.

This offer will be subject to the following:

- Your CGPA is 7 and above and that you do not have any history of arrears in the entire duration of your course and you passing the degree examinations in the normal semester and produce the necessary proof of the same at the first instance.
- Your sending confirmation of acceptance to this offer and the employment terms & conditions by signing below and forwarding to us the duplicate copy of this letter **within Two working days**.
- Your submitting educational documents no later than at the time of joining.
- Your character antecedents / reference checks being found satisfactory in all respects.
- Your fitness medically and not suffering from serious illness or infection or any other terminal or communicable illness prior to accepting this offer.

In the event you fail in any subject and / or do not complete the course within the current academic year and / or do not meet the minimum stipulated CGPA of 7, the employment / offer with the Company stands terminated automatically without further notice.

Wood is a trading name for John Wood Group PLC and its subsidiaries.

Wood India Engineering & Projects Private Limited Registered office: 6th Floor, Zenith Building,
Ascendas IT Park, CSIR Road, Taramani, Chennai - 600 113, India. CIN: U65991TN1997PTC037801

wood.

You will be eligible for One way II AC train fare and ground transportation for you from your Hometown to Chennai. Please note that the above expenses are reimbursed only against the production of original cash receipts / vouchers and tickets. Additionally, at the time of joining the Company, you will be entitled to one week's stay at the Company's Guest House in Chennai. Also please note, in the event of your leaving within one year of joining the Company, the actual amount reimbursed towards travel expenses will be recovered from you.

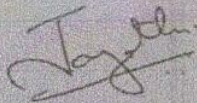
Notwithstanding anything contained above, the Management of the Company reserves the right to recall / rescind at any time the offer of employment without notice or cause and nothing contained herein or in any other document shall be deemed to vest in you the right to claim employment with the Company. You have also understood and agreed that your absorption as a regular employee after completion of training is at the absolute discretion of the Company and that nothing herein contained or in any other document shall be deemed to vest in you the right to be absorbed as a regular employee of the Company and also that the term 'Employee' used herein or in any other document to refer to the PGET is only for administrative convenience and shall not be construed as conferring on the PGET the status of a regular Employee of the Company.

You will be governed by the rules and regulations and the standard procedures of the Company. Terms of this offer are strictly confidential between you and the company and willful breach of this confidence will be viewed with utmost seriousness.

You would also be required to furnish the original copies of your personal, educational and employment credentials as listed in Annexure 1 at the time of your joining which shall be duly returned to you immediately after verification.

On behalf of the Company, I would like to welcome you and look forward to having you join the Company, at the earliest.

Best Wishes,



(for)
PARTHASARATHY, S T
MANAGING DIRECTOR

EMPLOYMENT TERMS & CONDITIONS

The terms and conditions of your employment are stipulated herein.

1. Place of Work:

Normal place of work shall be at Wood India Engineering & Projects Private Limited (hereinafter referred to as "the Company"), **Chennai, India**. However, depending on the requirement of the company, employment shall be at other places. The Employee is liable to be transferred, deputed and posted to any other place, in or outside India or to any affiliate or group company, at the sole discretion of the Company's Management. On any such deputation or transfers, Employee will be eligible for relocation and travel reimbursements as per the company's policy in force.

2. Reporting:

You will be reporting to the Department Manager - Engineering or whoever the Department Manager / the Company's Management may nominate at various points in time.

3. Employment on Full Time Basis:

Pursuant to this offer of employment by the Company and acceptance by you, you shall work on full time basis to the requirements of the Company in accordance with the offer of employment. During the tenure of this employment, you shall not engage or indulge either directly or indirectly with any other activity. Any other activity would be construed widely at the discretion of the Company.

4. Working Hours and Office Timings:

Standard workweek and office timings shall be 9.00 am to 5.30 pm - Monday through Friday and 8 hours per day, 40 hours per working week. Certain projects may elect to operate a different work schedule / shifts subject to Management and Client approval.

5. Work Schedule:

You will follow the working hours of the Company on all working days both at Company's office and at any other project / client location. Based on project requirements, Employee may have to work at Company's office / Project Site office on regular shift hours as well as other shift timings as may be decided by the Company from time to time.

6. Overtime:

Eligible employees shall be permissible to book overtime hours beyond the standard working hours in order to compensate the additional hours worked. All Overtime hours shall require pre-approval from the respective Projects / Department/Discipline manager prior to the booking. The Overtime hours shall be subject to the statutory limits and the overtime payment shall be subject to the deduction of Income Tax at the applicable rate.

7. Training Period:

Subject to PGET's progress and performance to the satisfaction of the Company, the training shall conclude in Twelve Months from the date of joining as Trainee.

8. Absorption:

At the end of satisfactory completion of training, the Company's management may, at its sole discretion, choose to absorb the PGET as a regular employee of the Company. By signing this document, the PGET has understood and agreed that nothing herein contained or in any other document shall be deemed to vest in the PGET the right to be absorbed as a regular employee of the Company and that the term 'Employee' used herein or in any other document to refer to the PGET is only for administrative convenience and shall not be construed as conferring on the PGET the status of a regular Employee of the Company.

9. Leave:

Casual Leave: 12 days p.a

Sick leave: 12 days p.a

Privilege Leave: 12 days p.a

Casual Leave and Sick leave are calculated on a calendar month basis. Employees are entitled to Sick and Casual leave even in the Probation period. Privilege leave is credited upon completion of 12 months of service. Advance Privilege leave may be granted at the discretion of the Employee's Department / Discipline Manager, in the period between completion of probation and completion of 12 months of service. No privilege leave can be availed of during probation.

In case of female employee, they shall be eligible for maternity leave and other benefits as per the provisions of Maternity Benefit Act 1961 read with Maternity Benefit Amendment Act 2017 i.e. Pregnant women employees are entitled to 26 weeks of fully paid maternity leave. No woman shall be entitled to maternity benefit unless she has actually worked in Wood India for a period of not less than 80 days. Provided that the maximum period entitled to maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

10. Performance Review during the Training Period:

Performance review shall be carried once in a quarter prior to completion of the training period. Salary review shall be done at the time on absorption, or any other date decided by the company's management, which shall be subject to satisfactory performance of the employee, satisfactory completion of the training period of the employee, internal/external pay equity, overall business performance and at the sole discretion of the Company's Management and shall not be claimed as a matter of right by the employee.

11. Employee Group Medical Insurance, Personal Accident Insurance & Life Insurance:

The Employee, spouse and up to two children will be covered under a Medical Insurance Scheme for a total coverage of Rs. 500,000/- (Rupees Five Lakhs Only). In addition, the Employee will be covered under a Personal Accident Insurance Policy of Rs. 500,000/- (Rupees Five Lakhs Only). The Employee will also be covered under an Employee Group Life Insurance Policy for a sum assured equivalent to their Annual CTC and not less than Rs. 500,000/-, subject to prevailing terms and conditions. Premium for the above said policies will be paid by the Company. Further details on insurance benefits are available in the Employee Handbook.

12. Deductions:

The Company is entitled to deduct from the Employee's salary or other remuneration due, any money that may be due by the Employee to the Company such as but not limited to, any overpayment made by the Company, salary received for leave taken in excess of entitlement or during unauthorized absences or advance payments for anticipated expenses in excess of the expenses actually incurred.

13. Salary Credit:

The Employee agrees that if his / her joining date is after the payroll processing timelines of that month, then his / her salary for that month would be paid along with the next month's salary. Salary will be paid by the company to employee's designated salary bank account on last working day of each month.

14. Uninformed Absence:

In the event employee is continuously absent without prior intimation and/or approval for fifteen calendar days, such uninformed absence shall be deemed as abandonment of service resulting in instant termination without notice or reason and thereby removing the employee's name from the rolls of the Company's HR and Payroll record.

15. Other Payment:

During the tenure of your training period, employee shall not be entitled to any other allowances, payments or emoluments apart from what has been expressly mentioned along with this offer. Any other payment shall be made by the company at its sole discretion and shall be intimated to you in writing.

16. Tax Liability:

Income tax shall be applicable on the above salary/remuneration as per applicable laws and any future amendment made thereon. The Employee shall be responsible for any Indian Tax liability that may arise from his/her employment in India and will defend and indemnify the Company against any such liability. The Company will withhold tax from the monthly salary, allowances & reimbursements as required by applicable laws and remit the same to Indian Tax Authorities. The Employee will be provided with a 'Tax Deduction certificate' at the end of the Financial Year.

17. Policies, Procedures & Code of Conduct:

The Employee shall comply with and abide by the Policies, Procedures, Guidelines, Code of Conduct, Standing Orders and other Rules & Regulations of the Company that may currently be in force or that may be issued and communicated to the Employee from time to time. During the employment with the Company, employee shall adhere to all policies of the Company including but not limited to policies related to Information Security Management System, IT Acceptable Use Policy and any such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. All such Policies, Procedures, Guidelines, Code of Conduct, Standing Orders and other Rules & Regulations issued by the Company from time to time shall be deemed to form part of this Terms & Conditions.

18. Confidentiality and Non-Disclosure:

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. The Employee undertakes to keep all and every information regarding the Company, its products and / or financial status or other information incidental thereto, strictly confidential and secret and neither to directly nor indirectly divulge such information to any third party or otherwise make any use of same for whatever purpose. The matters related to employee's compensation are strictly confidential between employee and the Company and should be treated as such. The employee would also be required to execute bonds / agreements for the purpose of confidentiality and non-disclosure at the time of joining and leaving the company. In the event the management of the Company views any breach of the said condition or undertaking, the Company shall be entitled to initiate appropriate action including termination of your employment without notice and reserves the right to initiate action in the manner known to law including but not restricted to criminal prosecution at costs of the Employee.

19. Assignments of Rights in Work:

Employee agree that all works performed, developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. Employee shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto and protecting the Company against infringement of the patents and copyright by others.

20. Concurrent Education:

While the company encourages professional development to pursue various courses, employee, during the term of employment with the Company, shall be required to get requisite prior permission to pursue any full time or part time courses in any institution/universities in India or any other foreign country, from the company's management. The company's management shall assess such arrangement in such a way that it doesn't affect the project deliverables and grant permission suitably.

21. Concurrent Employment or Business:

Employee shall devote his/her full time and ability to the Company and shall not engage directly or indirectly, on your own or on behalf of anyone else, in any other trade, employment, business or vocation or occupation or public office, whether part-time or full time and whether with or without pecuniary benefits, including honorary, without obtaining the management's prior permission in writing. Employee shall not carry on any activity and/or commit any act prejudicial to the interests of the Company. In the event of any breach of this condition, employee will be liable for termination of services with immediate effect.

22. Indemnity:

The Employee will defend, indemnify and hold the Company harmless from any and all claims, liabilities, losses, actions, damages and the like arising from or in connection with any negligent or intentional acts or omissions of the Employee.

23. Company Property

Upon termination of employment, Employee agrees to return to the Company, all data, Customer lists, Vendors Lists, Written information and any other such items furnished by the Company or any other Company affiliate with the Company or received by the Employee in connection with his/her services hereunder. Employee will retain no copies thereof on the expiration or termination of this Agreement. All the above mentioned are property of the Company and shall be treated likewise unless otherwise specifically mentioned in writing.

24. Employee understands and agrees that he/she will not, directly or indirectly, make any payment or give anything of value, to any foreign or governmental official / Employee or candidate for government office, for the purpose of obtaining or retaining business for the Company or any affiliate of the Company nor will he do anything that may otherwise violate any governing laws of the land. In the event Employee breaches this provision, the Company may immediately terminate the Employee's employment without notice or compensation in lieu of notice, and Employee will defend and indemnify the Company for any losses, damages, penalties or other liabilities it may occur as a result of Employee's breach of this provision.

25. This Agreement shall be governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

26. The employee will be entitled to the statutory benefits under the Employees Provident Fund Act of 1952, Payment of Gratuity Act of 1972 and other similar Labour Law Regulations as may be applicable from time to time and in line with the prevalent Statutory Act & Rules.

27. The employee shall be governed by the employee handbook (including any amendment / modification done to the same from time to time) with regard to the various issues like leave, overtime, etc. The Employee has received access to the handbook and has read and agreed to abide by the conditions stipulated therein.

28. The management of the Company reserves the right to alter / amend / cancel / add or enter into a fresh agreement with the Employee at any time including during the subsisting of this agreement at the sole discretion of the Company.

29. The Employee shall at all time, be subject to the Code of Conduct and Code of Discipline of the Company and shall be bound by such rules as may be set by the Company from time to time.


Best Wishes,



(for)

PARTHASARATHY, S T
MANAGING DIRECTOR

I hereby accept the employment with Wood India Engineering & Projects Private Limited under the terms and conditions stated above. I also confirm that, I have read, understood and agree to be bound by the policies and terms and conditions stated above and will be starting on 25/07/2022 (Date)


Signature with Date 25/07/2022
(Pradhibha B)

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

wood.

ANNEXURE - 1			
Pradhikara B			
Total Compensation Per Month		47,000	
Sl. No.	Description	In INR	%
II PAYABLE MONTHLY:			
1	Basic	23,500	
2	House rent allowance	11,750	50.00
3	Conveyance	1,600	8.81
4	Medical	1,250	5.32
5	Fringe Benefit Pay **	3,525	15.00
6	Special Allowance	362	1.54
Total Monthly Salary (Guaranteed)**		41,987	
Annual Salary		(A) 5,03,849	
III PAYABLE YEARLY:			
1	Annual Festival Allowance per month	940	4.00
2	Leave Travel Allowance per month	1,253	5.33
Total accrual (Monthly)		2,193	
Total Annual Payment		(B) 26,311	
IV CONTRIBUTIONS BY WOOD TO STATUTORY FUNDS IN EMPLOYEES ACCOUNT:			
1	Employer's contribution to PF	2,820	12.00
Total contributions (Monthly)		2,820	
Total contributions (Annualised)		(C) 33,840	
TOTAL (A)+(B)+(C)		5,64,000	100.00

* FBP exemption can be claimed by submitting bills pertaining to Telephone Expenses, Car Maintenance & Food Coupons subject to the limit specified under this component.

** Total Monthly Salary (Guaranteed) is subject to Employee Contribution to the PF, TDS & any other applicable deductions