



September 29, 2020

To
Ms. Mahalakshmi S P
Saranathan College of Engineering,
Tiruchirappalli - Edamalaipatti Pudur,
Tamil Nadu - 620012

Dear Mahalakshmi S P

Sub: Offer letter for the post of **Graduate Engineer Trainee**

We are pleased to offer you employment at **Zentron Labs** as Graduate Engineer Trainee. We extend this offer and the opportunity it represents, with confidence in your abilities. You made a favorable impression with us and we are excited with the prospect of you joining our company.

Please find enclosed herewith the details of our offer. Your joining date is July 1, 2021. We request you to confirm your acceptance of our offer latest by October 5, 2020.

Per company policy, you will be on Probation for the first six-months.

We take great pleasure in welcoming you to Zentron family and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

The validity of this offer letter depends upon your final semester grades, internship performance and validity of (certificates, proof and resume) submitted documents.

In case of any clarifications, please feel free to contact us.

Cordially,

for **Zentron Labs Pvt. Ltd.**

KRISHNAN R

Digitally signed by
KRISHNAN R
Date: 2020.09.30 19:23:49
+05'30'

Krishnan R
Founder CEO

Mahalakshmi S P



Annexure to the offer letter dated September 29, 2020

	Employee Name	Mahalakshmi S P
	Designation	Graduate Engineer Trainee
	Date of Joining	July 01, 2021
I	FIXED COMPENSATION (FC)	Amount in INR
	Basic	160,000
	HRA	76,800
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Special Allowance	67,400
	Annualised fixed CTC	338,400
II	Performance Bonus – will be paid after probation on a quarterly basis during the financial year, based on Individual and company performance.	40,000
III	Employer Statutory Benefits:	
	Employer Provident Fund	21,600
	Total Annual CTC (I+II+III)	400,000
In words: Rupees Four lakh only.		

for Zentron Labs Pvt. Ltd.

KRISHNAN R Digitally signed by KRISHNAN R
Date: 2020.09.30 19:24:19
+05'30'

Krishnan R
Founder CEO

Mahalakshmi S P



September 29, 2020

To

Mr. Sharvin Shakesh P

Saranathan College of Engineering,
Tiruchirappalli - Edamalaipatti Pudur,
Tamil Nadu - 620012

Dear Sharvin Shakesh,

Sub: Offer letter for the post of Graduate Engineer Trainee

We are pleased to offer you employment at **Zentron Labs** as Graduate Engineer Trainee. We extend this offer and the opportunity it represents, with confidence in your abilities. You made a favorable impression with us and we are excited with the prospect of you joining our company.

Please find enclosed herewith the details of our offer. Your joining date is July 1, 2021. We request you to confirm your acceptance of our offer latest by October 5, 2020.

Per company policy, you will be on Probation for the first six-months.

We take great pleasure in welcoming you to Zentron family and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

The validity of this offer letter depends upon your final semester grades, internship performance and validity of (certificates, proof and resume) submitted documents.

In case of any clarifications, please feel free to contact us.

Cordially,

For **Zentron Labs Pvt. Ltd.**

KRISHNAN R

Digitally signed by
KRISHNAN R
Date: 2020.09.30 19:38:52
+05'30'

Krishnan R
Founder CEO

Sharvin Shakesh P



Annexure to the offer letter dated September 29, 2020

	Employee Name	Sharvin Shakesh P
	Designation	Graduate Engineer Trainee
	Date of Joining	July 01, 2021
I	FIXED COMPENSATION (FC)	Amount in INR
	Basic	160,000
	HRA	76,800
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Special Allowance	67,400
	Annualised fixed CTC	338,400
II	Performance Bonus – will be paid after probation on a quarterly basis during the financial year, based on Individual and company performance.	40,000
III	Employer Statutory Benefits:	
	Employer Provident Fund	21,600
	Total Annual CTC (I+II+III)	400,000
In words: Rupees Four lakh only.		

For Zentron Labs Pvt.Ltd.

KRISHNAN R
Digitally signed by KRISHNAN R
Date: 2020.09.30 19:39:17
+05'30'

Krishnan R
Founder CEO

Sharvin Shakesh P



September 29, 2020

To
Ms. Mahalakshmi S P
Saranathan College of Engineering,
Tiruchirappalli - Edamalaipatti Pudur,
Tamil Nadu - 620012

Dear Mahalakshmi S P

Sub: Internship

We are pleased to inform you that your application for Internship at Zentron Labs Pvt Ltd ("Zentron Labs") has been accepted and that you can start with your Internship from Oct 15, 2020 up to June 30, 2021.

You will be treated as an employee during this period with regard to your privileges and policies. The Zentron Labs employee rules and regulations, policies and procedures shall apply, including the requirement to sign an employee confidentiality agreement, and an intellectual property Assignment Agreement which, among other things, assigns all innovations and other intellectual property developed, conceived, or reduced to practice within the scope of the Internship, to Zentron Labs.

To enable you prepare and attend your seventh and eighth semester exams, you will be allowed a break from internship for a period of 1 month for each of these exams.

Your Internship will be considered as temporary employment with the company. A stipend of Rs.6000 (INR. Six thousand only) per month shall be paid to you during the regular internship period, as per the policy of the company. If you are posted in Bangalore, an additional Rs 6000/= per month will be paid towards living expenses in Bangalore.

Sincerely,
for Zentron Labs Private Ltd.

KRISHNAN R Digitally signed by
KRISHNAN R
Date: 2020.09.30 19:21:52
+05'30'

Krishnan R
Founder CEO

Mahalakshmi S P



September 29, 2020

To

Mr. Sharvin Shakesh P

**Saranathan College of Engineering,
Tiruchirappalli - Edamalaipatti Pudur,
Tamil Nadu - 620012**

Sub: Internship

We are pleased to inform you that your application for Internship at Zentron Labs Pvt Ltd ("Zentron Labs") has been accepted and that you can start with your Internship from Oct 15, 2020 up to June 30, 2021

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Sincerely,

for Zentron Labs Private Ltd.

KRISHNAN R
Digitally signed by
KRISHNAN R
Date: 2020.09.30
19:41:16 +05'30'

Krishnan R
Founder CEO

Sharvin Shakesh P



September 7, 2019

To

Ms. B. IRFHANNA

USMAN ALI NAGAR, K.K.NAGAR

TIRUCHIRAPPALLI- 620 021.

Dear IRFHANNA,

Sub: Offer letter for the post of Graduate Engineer Trainee

We are pleased to offer you employment at **Zentron Labs** as Graduate Engineer Trainee. We extend this offer and the opportunity it represents, with confidence in your abilities. You made a favorable impression with us and we are excited with the prospect of you joining our company.

Please find enclosed herewith the details of our offer. Your joining date is July 1, 2020. We request you to confirm your acceptance of our offer latest September 15, 2019.

Per company policy, you will be on Probation for the first six-months.

We take great pleasure in welcoming you to Zentron family and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

The validity of this offer letter depends upon your final semester grades, internship performance and validity of (certificates, proof and resume) submitted documents.

In case of any clarifications, please feel free to contact us.

Cordially,

For **Zentron Labs Pvt. Ltd.**

KRISHNAN R

Digitally signed by
KRISHNAN R
Date: 2019.09.10 18:58:43
+05'30'

Krishnan R
Founder CEO



Annexure to the offer letter dated 07 Sept 2019

	Employee Name	Ms. B.IRFHANNA
	Designation	Graduate Engineer Trainee
	Joining Date	July 01, 2020
I	FIXED COMPENSATION (FC)	Amount in INR
	Basic	160,000
	HRA	76,800
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Employer PF	21,600
	Special Allowance	67,400
	Estimated annualized CTC during probation	360,000
II	Performance Bonus – Starts after probation period, paid on a quarterly basis during the financial year, based on Individual performance.	40,000
	Estimated annualized CTC after probation/confirmation (I+II)	400,000
In words: Rupees Four lakh only.		

For Zentron Labs Pvt.Ltd.

KRISHNAN R Digitally signed by
KRISHNAN R
Date: 2019.09.10
18:59:44 +05'30'

Krishnan R
Founder CEO

B. IRFHANNA



September 7, 2019

To

Ms.Kirthika G

21, Rammorthi Nagar, Ichikamalaipatti

Tiruchirappalli – 620 012.

Dear Kirthika,

Sub: Offer letter for the post of Graduate Engineer Trainee

We are pleased to offer you employment at **Zentron Labs** as Graduate Engineer Trainee. We extend this offer and the opportunity it represents, with confidence in your abilities. You made a favorable impression with us and we are excited with the prospect of you joining our company.

Please find enclosed herewith the details of our offer. Your joining date is July 1, 2020. We request you to confirm your acceptance of our offer latest September 15, 2019.

Per company policy, you will be on Probation for the first six-months.

We take great pleasure in welcoming you to Zentron family and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

The validity of this offer letter depends upon your final semester grades, internship performance and validity of (certificates, proof and resume) submitted documents.

In case of any clarifications, please feel free to contact us.

Cordially,

For **Zentron Labs Pvt. Ltd.**

KRISHNAN R

Digitally signed by
KRISHNAN R
Date: 2019.09.10 19:08:45
+05'30'

Krishnan R
Founder CEO



Annexure to the offer letter dated 07 Sept 2019

	Employee Name	Ms. Kirthika G
	Designation	Graduate Engineer Trainee
	Joining Date	July 01, 2020
I	FIXED COMPENSATION (FC)	Amount in INR
	Basic	160,000
	HRA	76,800
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Employer PF	21,600
	Special Allowance	67,400
	Estimated annualized CTC during probation	360,000
II	Performance Bonus – Starts after probation period, paid on a quarterly basis during the financial year, based on Individual performance.	40,000
	Estimated annualized CTC after probation/confirmation (I+II)	400,000
In words: Rupees Four lakh only.		

For Zentron Labs Pvt.Ltd.

KRISHNAN R
Digitally signed by KRISHNAN R
Date: 2019.09.10 19:09:24
+05'30'

Krishnan R
Founder CEO

Kirthika G



September 7, 2019

To

Ms. Kirthika G,

21, Rammorthi Nagar, Ichikamalaipatti – 620 012.
Tiruchirappalli.

Dear Kirthika,

Sub: Internship

We are pleased to inform you that your application for Internship at Zentron Labs Pvt Ltd (“Zentron Labs”) has been accepted and that you can start with your Internship from September 25, 2019 up to June 30, 2020.

You will be treated as an employee during this period with regard to your privileges and policies. The Zentron Labs employee rules and regulations, policies and procedures shall apply, including the requirement to sign an employee confidentiality agreement, and an intellectual property Assignment Agreement which, among other things, assigns all innovations and other intellectual property developed, conceived, or reduced to practice within the scope of the Internship, to Zentron Labs.

To enable you prepare and attend your seventh and eighth semester exams, you will be allowed a break from internship for a period of 1 month for each of these exams.

Your Internship will be considered as temporary employment with the company. A stipend of Rs.15,000 (INR. Fifteen thousand only) per month shall be paid to you during the regular internship period, as per the policy of the company.

Sincerely,

for Zentron Labs Private Ltd.

KRISHNAN

R

Krishnan R

Founder CEO

Digitally signed by KRISHNAN R
Date: 2019.09.10 19:06:30 +05'30'

Kirthika G



September 7, 2019

To
Ms. B.Irfhanna

Dear Irfhanna,

Sub: Internship

We are pleased to inform you that your application for Internship at Zentron Labs Pvt Ltd (“Zentron Labs”) has been accepted and that you can start with your Internship from September 25, 2019 up to June 30, 2020.

You will be treated as an employee during this period with regard to your privileges and policies. The Zentron Labs employee rules and regulations, policies and procedures shall apply, including the requirement to sign an employee confidentiality agreement, and an intellectual property Assignment Agreement which, among other things, assigns all innovations and other intellectual property developed, conceived, or reduced to practice within the scope of the Internship, to Zentron Labs.

To enable you prepare and attend your seventh and eighth semester exams, you will be allowed a break from internship for a period of 1 month for each of these exams.

Your Internship will be considered as temporary employment with the company. A stipend of Rs.15,000 (INR. Fifteen thousand only) per month shall be paid to you during the regular internship period, as per the policy of the company.

Sincerely,
for Zentron Labs Private Ltd.

KRISHNAN R
Digitally signed by
KRISHNAN R
Date: 2019.09.10 19:01:28
+05'30'

Krishnan R
Founder CEO

B.IRFHANNA