



L I N C O L N E L E C T R I C C O M P A N Y (I N D I A) P R I V A T E L I M I T E D

P.40, Central Avenue, DTA, Mahindra World City, Mahindra World City Post Office, Chengalpattu, Kancheepuram District - 603 004. Tamil Nadu, India Tel: +91 44 47 424 999 Fax: +91 44 47 424 888

CIN NO:U31909TN1997PTC064987

03rd November 2020

To

Anandan S
Trainer and Senior Advisor
M/s.HR Vidyalaya Corporate Services LLP
C-388, Second Street,
Periyar Nagar, Chennai 600082

Dear Anandan,

Sub: Two Day Cognizance Session – Master Class on Statutory Legislation – reg.

Ref: Virtual sessions on 27 and 28th October 2020 to the Management Team of Shared Service Center, which is to be covered under Tamilnadu Shop & Establishment Act and Allied Acts

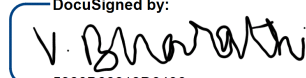
I am writing this, in response to the Master Class programs conducted by you, on behalf of HR Vidyalaya Corporate Services LLP, covering the following legislations

1. **Regulatory Legislation**
2. **Employment Legislation**
3. **Labour Legislation and**
4. **Social Security Legislation**

On behalf of the participants, I wish to convey my appreciations to you for Enlightening the entire team, who were new to such Organization Compliance. We now feel confident to progress in a direction to Conform with applicable Legislations.

Thanking you,

For Lincoln Electric Company India Private Limited

DocuSigned by:

5380B66613D6496...

V.Bharathi
Head – Human Resources