



DESIGN OF USING SMART SHOES FOR VISUALLY IMPAIRED PERSONS USING INTERNET OF THINGS

A PROJECT REPORT

Submitted by

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In partial fulfilment for the award of the degree

of

BACHELOR OF ENGINEERING

IN

ELECTRONICS AND COMMUNICATION ENGINEERING

SSM INSTITUTE OF ENGINEERING AND TECHNOLOGY

DINDIGUL 624 002

ANNA UNIVERSITY :: CHENNAI 600 025

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BONAFIDE CERTIFICATE

Certified that this project report “**DESIGN OF USING SMART SHOES FOR VISUALLY IMPAIRED PERSONS USING INTERNET OF THINGS**” is the bonafide work of “**S. LAKSHMI PREETHA (922119106048), S. LEKA (922119106049), M.NIVETHA (922119106065) and M.OVIYA (922119106069)**” who carried out the project work under my supervision.


SIGNATURE OF HOD

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SUPERVISOR

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Submitted for the VIVA-VOCE Examination held on 17.05.2022


INTERNAL EXAMINER


EXTERNAL EXAMINER

SLUSBY TECHNOLOGIES PRIVATE LIMITED

(CIN U74999TG2017PTC119618)

FLAT NO. 201, LORVEN ARCADE, INDRA REDDY ALLWYN COLONY,
MIYAPUR HYDERABAD, TELANGANA 500049 India



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15 December, 2022

Leka Sakthivel

Nanniasariyur, Bojanampatti(post),

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SUB: OFFER OF PROJECT TRAINING

Dear Leka,

We are pleased to offer you an appointment in our organization as "**Project Trainee**" operating out of our **Dindigul Office, at #14/23, Veppanthoppu Street, Palani Road, Dindigul - 624001, India.**

The following points outline the terms and conditions of the training

1. Duration of the "Project Trainee" position will be for a period of up to Six (6) months.
2. Your "**Monthly Stipend**" will be **INR 6,000** Per Month
3. Your training will be governed by the terms and conditions referred to in Section A
4. You are required to join on **01 February, 2023** and the offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
5. Please sign the duplicate copy of the offer on all sheets at the bottom on the right corner, and return the scanned copy of the same as a token of your acceptance, mentioning the date of your joining within one calendar week of receipt of the offer letter. Please submit the originals on the joining date.
6. You are requested to report at 10:00 AM to complete the joining formalities on the joining date.
7. At the time of joining, you are requested to submit the copies of the documents as per 'Section C'.

For Slusby India Pvt. Ltd.

Sumitra S

Head of Finance & HR Administration

**SECTION A****TERMS OF TRAINING****A. Probation Period**

You will be required to serve a training period of SIX (6) months, during which your training with the Company shall be terminated by Crayonte if your performance is not satisfactory. The training period shall be reduced or extended at the discretion of the Company. A letter or email notification will be issued confirming your appointment on completion of the probationary period by your direct manager. Upon successful completion of probation the Yearly salary (Cost to the company) thereafter shall be INR 1,50,000 to INR 2,00,000 decided based on the performance.

B. Office Timings

The regular office timings are 9AM to 6PM on Weekdays. Due to the nature of the work, you may be required to come in Shifts and on Weekends. Shifts occurring on Saturday, Sunday/Holidays will be adjusted against working days during the week.

C. Personal Income Tax

You are liable for your personal income tax payment in compliance with the India Tax Authority. You are also responsible to complete and file your India Annual Tax Return with the India Tax Authority in a timely manner.

D. Code of Conduct

During the period of your training, you will work honestly, faithfully, diligently and efficiently for the growth of the Company.

E. Company Policies

You are advised and instructed to go through the Company Policies and strictly adhere to them as and when revised by the Company from time to time. The terms and conditions are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all matters, including those not specifically covered here such as Traveling, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

F. Termination

- A. Either party shall terminate this employment by serving a notice of 60 days without providing any reason. However, if approved by the Company, you may surrender leave to your credit in lieu of notice period.
- B. Upon ceasing to be employed by the Company hereunder, you shall deliver to the Company any drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company or any reproduction thereof which may have been provided to you during the course of your employment with the Company, and you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.



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- C. Should you have unpaid or pending obligations to the Company, monetary or otherwise, upon the termination of your employment for any reason or cause, you expressly agree and authorize the Company to make the necessary deductions from your salary and any other amounts or benefits that may be due to you, to effect settlement or payment of your unpaid or pending obligations. This is without prejudice.
- D. If at any time during your employment, you are found guilty of misconduct or any wilful breach or continuous negligence of the terms of this appointment letter or rules or dereliction of duties and/or instructions given to you from time to time, the management may without any notice or payment in lieu of any notice put an end and terminate your employment with the Company.
- E. The Company shall be entitled to terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) in any of the following cases:
 - a. If you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force;
 - b. If you are incapacitated by illness or otherwise unable to perform your duties hereunder for a period totalling in aggregate 6 months in any period of 12 consecutive calendar months;
 - c. If you become bankrupt or have a receiving order made against you or make any general composition with your creditors; or
 - d. If you fail to maintain any necessary governmental approval for you to be employed in India.
 - e. Where you are absent from work for more than three (3) consecutive working days without notifying your manager and without reasonable excuse, you may be deemed to have abandoned your employment and to have terminated this Agreement.
 - f. You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
 - g. Reference checks will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

- h. It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

G. Intellectual Property Rights

- A. All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks developed by you during office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be a work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.
- B. The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

H. Non-Competition

- A. You shall not during and at any time for a period of one (1) year after termination of your employment either on your own account or in conjunction with or on behalf of any other person, firm or company solicit or entice away or attempt to solicit or entice away from the Company the custom of any person, firm, Company who shall at any time within one year prior to the date of termination of your employment ("Termination Date") have been a customer or client or in the habit of dealing with the Company and with whom you have had significant contact in the course of your employment.
- B. You shall not during and at any time for a period of one (1) year after the Termination Date either on your own account or in conjunction with or on behalf of any person, firm or company carry on or be engaged, concerned or interested, directly or indirectly within countries where you have carried out substantive duties in the course of your employment whether as shareholder, director, employee, partner, agent or otherwise in carrying on any business carried on by the Company within one year prior to the Termination Date.
- C. You shall not during and at any time for a period of one (1) year after the Termination Date either for your own account or as representative or agent for any third party, persuade, induce, encourage or procure any employee employed by the Company to become employed by or interested directly or indirectly in any manner in any business which is in competition with the business carried on by the Company or terminate his employment with the Company.



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I. Confidentiality

You are expected to maintain utmost secrecy and You shall not during the continuance of your training or anytime after its termination disclose, divulge, impart or reveal to any person or company any of the trade secrets or confidential operations, processes, dealings or any information concerning the Company, business, finance, transactions or affairs of the Company or inventions or any of its related, associated or affiliated companies which may come to your knowledge during your training, and shall not use or attempt to use any such information in any manner which may injure or cause loss either directly or indirectly to the Company or its business. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated without notice.

J. Company Regulations

During your training with the Company, you shall observe and comply with all of the rules, regulations and directives of the Company as may from time to time be made or given. The Company shall have the right to alter and amend the rules and regulations of the Company as well as any of the terms of your training, and such alteration or amendment shall become fully effective and a binding term of your training upon notification to you.

K. No Breach

In signing below, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents you from being employed by the Company and being able to fully and completely perform the services contemplated by this Agreement, nor in fulfilling your duties hereunder will you be breaching any duty of confidentiality to any persons, including without limitation, your previous employers or principals.

L. Governing Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of India, and subject to the non-exclusive jurisdiction of courts in India.

M. Resignation

A formal letter of resignation must be submitted to your Direct Manager. You need to provide a notice period of 60 days from the date of submission of formal letter of resignation. You need to be relieved by your Direct Manager, HR Manager and Finance Manager in the sequence specified. Without these Relieving letters shall be issued only upon successful relieving by the respective managers specified. Relieving letter shall be issued on the last date of training.

N. General

- A. The above terms and conditions are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all matters, including those not specifically covered here such as Traveling, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.
- B. You shall be present in the office during normal working hours. You shall provide details regarding the utilization of your time by entering the same into Slusby's electronic timesheets on a daily basis. Based on organization requirement or project contingencies your working hours/work days may be modified/altered from time to time.

SECTION B

DOCUMENT CHECKLIST

At the time of joining, you are requested to bring the following applicable documents in original, along with an electronic copy of each for submission

- A. Education certificates
- B. Relieving letter from your last employer.
- C. Last drawn Pay slip from your last employer.
- D. Form 16 or Final Tax Computation sheet.
- E. PAN Card & Aadhar Card
- F. Passport size photograph
- G. Passport first and last pages

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as proof in support of the above, the Company reserves the right to revoke the offer at any time during your service.

This is to certify that I have gone through and understood all the terms and conditions mentioned above and I hereby accept and agree to abide by them:

Full Name as in Passport:

Current Address:

Date of Joining :

Signature:

Date: