

List of students undertaking field projects / internships /student projects	
1	Aditi Malhotra S
2	Arsath S
3	Ashwin Rajarajan
4	Dineshkumar M
5	Dixith S
6	Harinisankari K
7	Harish V
8	Ishwariya B
9	Jayanth S
10	Kiruphasankaran N
11	Krishnaprasad S
12	Krithika S
13	Lavanya V
14	Maharavan S
15	Mathipriya S
16	Niveethitha S
17	Nivetha R
18	Pooja M
19	Prasanna Nivas
20	Ramyaa M
21	Rino Jervin Arockiasamy
22	Robero Laitonjam
23	Ruthraramanan B
24	Sabitha S
25	Sanjaykumar K G
26	Shruthe L
27	Sivasampath B
28	Sowmiya S
29	Subhash B
30	Suwetha S
31	Varsha K
32	Aamir Farooq
33	Abinaya C
34	Aiswarya R
35	Akshaya S B
36	Atchaya S
37	Dineshkanna M
38	Haripriya D
39	Hema Pradhikshad

40	Jayasurya
41	Kavin S
42	Kesavaraj S
43	Khartikesh K
44	Kishorekumar M B
45	Krishnaraj J
46	Lishara V
47	Madhuvarshini R
48	Manikandan M
49	Muhymin Farooq Ahmadkonga
50	Naveena M
51	Poobalan P
52	Pragati S
53	Priyanga M
54	Revathi M
55	Roobadevi Devaraj
56	Saajan S
57	Sarankumar S
58	Sathiyadevi Y
59	Sivapriya T
60	Sugash J
61	Suwetha S
62	Yogalakshmi



Informatica Business Solutions Pvt. Ltd.
No. 66/1, Bagmane Commerz 02
Bagmane Tech Park
C V Raman Nagar
Bangalore, Karnataka
India - 560 093

June 9, 2021

To Whom It May Concern:

This Letter confirms that Bhavithra N (Registration Number: 1705006, College Name: Coimbatore Institute of Technology, Coimbatore) is currently pursuing an internship with Informatica Business Solutions Pvt. Ltd from 04/01/2021 to 04/07/2021.

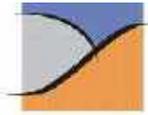
His/Her internship project title is EDC, DPM is being carried out under the guidance of Vallinayagam Alwar, Senior Manager.

This provisional letter is provided at the intern's request.

For Informatica Business Solutions Pvt. Ltd

A handwritten signature in black ink, appearing to read "K. Narasimhan", written over a horizontal line.

Krishna Narasimhan
Managing Director – Informatica India



CareerNet®
CONSULTING

CareerNet Technologies Pvt. Ltd
CareerNet Campus, Plot No. 53,
Devarabisana Halli, Outer Ring Road,
Bellandur Post, Bangalore – 560103
Ph: 080 66560000 Fax: 080 66560001
Email Id: accounts@careernet.co.in
CIN: U74140UP1999PTC091782

To whomsoever it may concern

01st July 2021

This is to certify that **Mr. Gowtham** was working with CareerNet Technologies Pvt. Ltd. His date of joining was **04th January 2021** and date of relieving was **30th June 2021**. He was working in the company as an **Intern**. During his tenure he was deputed at **Jivox Software India Pvt Ltd**.

He has been relieved from his duties w.e.f. the close of business hours of **30th June 2021**. We wish him good luck and the very best for his future endeavors.

Thanking You,

Anshuman
Das
Authorized Signatory

Digitally signed by
Anshuman Das
Date: 2021.07.02
12:23:03 +05'30'

INTERNSHIP CERTIFICATE

T

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Jayanandhana** has completed her internship as a part of her academic curriculum from 06/01/2021 to 07/07/2021.

As part of her project study, she worked under "**Product Engineering, Accounting**" team and has successfully completed the same.

During her tenure as an intern, we found her to be an enthusiastic contributor and a keen learner.

We deeply appreciate her commitment towards the tasks assigned and her quality of work.

We wish you success in all your future endeavors.

For Tekion India Private Limited,

Sowmya Mallaiah

Sowmya Mallaiah
Director - Human Resources, Tekion India Private Limited

TEKION



22- 01- 2021

Dear **Sathyapriya Karthikeyan,**

We are pleased to appoint you as an '**Intern**' with **Dun & Bradstreet Technology and Corporate Services India LLP** based out of Hyderabad, Telangana.

This is a six-month paid internship starting **15-02-2021 to 16-08-2021** with a monthly stipend of **25,000/- (Indian Rupees Twenty-Five Thousand Only).**

During your Internship with us, you may have access to confidential or proprietary business information. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside. Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents.

By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from **Dun & Bradstreet Technology and Corporate Services India LLP.**

We look forward to having you begin your career with us and wish you a successful internship.

Welcome to our team!

Thanking you

For **Dun & Bradstreet Technology and Corporate Services India LLP**


Jude Tellis (Jan 25, 2021 14:43 GMT+5.5)

Jude Tellis
Authorized Signatory





LETTER OF REFERENCE

Robert Bosch Engineering and
Business Solutions Private
Limited - (CIN:
U72400KA1997P1C028164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.rbeindia.com

Internship Completion Certificate

Date:06.07.2021

This is to certify that **SUBITHA M (E.No. 33961366)** from **CIT, Coimbatore** has carried out an internship on **"ISOLAR-A"** from **18.03.2021** to **25.06.2021** under the guidance of **Arockiyaraj Jeyaraj (MS/EMT1-XC)**.

We appreciate your valuable contribution and wish you success in your future endeavours.

Robert Bosch Engineering and Business Solutions Private Limited.

pki, BOSCH,
APAC, B, H,
Bharath.Kakaiah

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Bharath.Kakaiah
Date: 2021.07.06 17:18:48
+05'30'

Bharath Kakaiah
Human Resources
RBEI



LETTER OF REFERENCE

Robert Bosch Engineering and
Business Solutions Private
Limited - (CIN:
U72400KA1997P1C028164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.rbsl.in

Internship Completion Certificate

Date:06.07.2021

This is to certify that **AFRIN BANU S (E.No. 33961767)** from **CIT, Coimbatore** has carried out an internship on “**DevOps**” from **18.03.2021** to **25.06.2021** under the guidance of **Abdhus Sabour Habeebullah (MS/ECK3-XC)**.

We appreciate your valuable contribution and wish you success in your future endeavours.

Robert Bosch Engineering and Business Solutions Private Limited.

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Bharath.Kakaiah

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Bharath Kakaiah
Human Resources
RBEI



25 June 2021

To whomsoever it may concern

This is to certify that **Neha Satish Kumar** has worked as an Intern in ARM Embedded Technologies Pvt. Ltd., Bangalore from 04-Jan-2021 till 25-June-2021. Her contribution to the CPU architecture performance modelling and infrastructure development team is appreciated.

During the internship, Neha Satish was involved in:

Technical Details of Contribution:

1. CPU pipelines trace comparison and analysis tool development

Neha has been the key contributor to the development of pipeline trace comparison and analysis tool. In early phase of her internship, she was involved in development of tool specification and design. This required discussion with stakeholders for understanding high priority use cases, evaluation of alternatives, and finalization of data structure design and programming languages for tool implementation. Once tool specification and design were finalized, she developed required tool features for aligned use cases without any support from the team. Code developed by her was of high quality and required minimum iterations of peer code review process. Code has been merged with mainline repositories. Today, tool is being actively used by team for pipeline trace triaging and debugging purpose.

2. Automation support for integration of ISA decoder with CPU performance model

Neha provided automation support by coding number of scripts which are required for speeding up a set of steps required for integration of ISA (Instruction Set Architecture) decoder with CPU performance model. This helped in reducing time-consuming manual work.

Value Addition:

Tool and automation scripts developed by Neha are being actively used by the team. This has led to productivity improvement for whole of the team.

Skill Set:

Neha has demonstrated good skill set in the following areas:

- Ownership to assigned task and ability to execute with minimum support
- Ability to work in a team environment
- Ability to come up solution tailored to project needs
- Design of data structures for specified use case
- Good coding skills in Python programming language
- Ability to learn a new programming language and working with unfamiliar code base



Overall:

Overall, we are pleased with Neha's contribution to the team. There were multiple instances where she delivered more than what team would expect from a newcomer. She has not only delivered on planned task but also contributed towards team needs on other activities.

She not only has demonstrated her technical competency during the execution of the project but also maintained high level of commitment on all assigned tasks. She is a good learner. She takes inputs from team and systematically address those.

We wish all the best for her future endeavors.

Yours truly,
For Arm Embedded Technologies Private Limited,

Svatantra Singh

Svatantra Singh
Principal Engineer



TOSHIBA

Ms Prabha Dharmaraj
CIT

Dare: 17-Dec-20

Offer for Internship

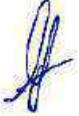
Dear Prabha Dharmaraj,

This has reference to the discussion you had with us on 10th September 2020 at TSIP, Bangalore. We are pleased to offer an Internship in our Company from 4th January 2021 till 30th June 2021. You shall receive a consolidated stipend of Rs.**25,000/-** (Twenty Five Thousand only) during this period. Tax shall be deducted as per Income Tax Act.

You shall report on 4th January 2021 at our Registered Office, # 3A, "Essae Vaishnavi Solitaire", 3rd Block, Koramangala, Bangalore – 560034, failing which this Offer for Internship shall be treated as withdrawn. You will be required to enter into a non-disclosure agreement subsequent to your joining the Company.

Yours truly

For Toshiba Software (India) Pvt Ltd.



Prem Gopinathan Nair
Head – Human Resources





LETTER OF REFERENCE

Robert Bosch Engineering and
Business Solutions Private
Limited - (CIN:
U72400KA1997P1C028164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.rbsl.in

Internship Completion Certificate

Date:07.07.2021

This is to certify that **RAKSHITH L (E.No. 33951670)** from **CIT, Coimbatore** has carried out an internship on “**SAP SLT (System Landscape Transformation)**” from **11.03.2021** to **25.06.2021** under the guidance of **Balaji Dhandapani (SX/BSL6)**.

We appreciate your valuable contribution and wish you success in your future endeavours.

Robert Bosch Engineering and Business Solutions Private Limited.

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APAC, B, H,
Bharath.Kakaiah

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Bharath.Kakaiah
Date: 2021.07.07 11:06:52
+05'30'

Bharath Kakaiah
Human Resources
RBEI



25 June 2021

To whomsoever it may concern

This is to certify that **Ranjani Priya T** has worked as an Intern in ARM Embedded Technologies Pvt. Ltd., Bangalore from 04-Jan-2021 till 25-June-2021. The contribution to the ArchEx validation team in Architecture and Technology group is appreciated.

During the internship, Ranjani Priya T was involved in:

Technical Details of Contribution:

Ranjani was involved in the validation and debug of “TIMER” module in ArchEx model. She has debugged and found issues in TIMER module. Ranjani has also contributed by developing pseudocode for TIMER.

Value Addition:

Ranjani debugged and analyzed the root cause of the failures in “TIMER” module of ArchEx model. She proposed solutions to fix the issues in pseudocode and develop new pseudocode for TIMER.

Skill Set:

Ranjani has learned the ARM Architecture, especially TIMER module in Arm architecture. She has learned git and gerrit flow. She has enhanced her python programming skills and used Linux OS for development purposes.

Over All:

Ranjani has exhibited substantial cognitive ability and her proactiveness to get work done. Excellent interpersonal and communication skills. She has owned and delivered all the tasks assigned with quality and best to my and team’s expectations. She is a good team player and would be valuable player in any team. She has an eagerness to learn and pays attention to detail.

Yours truly,

For Arm Embedded Technologies Private Limited,

A handwritten signature in black ink, appearing to read 'Anish Nair', is written over a horizontal line.

Anish Nair

Principal Engineer

CONFIDENTIAL

8th December 2021

Aditi Malhotra S

Subject: Offer of Internship

Dear **Aditi Malhotra S**,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Digital India Pvt. Ltd. The internship is a significant experience in the course of your developing into a qualified professional. Therefore, we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship extension with us are as follows: -

1. Date of Joining: **14th February 2022**
2. Internship Duration: **14th February 2022 – 12th August 2022**
3. Location: **Bangalore**
4. Stipend: **INR 20,000 per month**

Probation:

You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment to Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment to internship and terminate this even before the expiry of the said 30-day period.

Separation at the instance of the employee:

1) You agree that if you resign from Accolite before completion of your internship program or decline a full-time offer from Accolite, in the event that Accolite extends the same to you; or resign from full-time position within one (1) year of joining Accolite thereafter, you are liable to pay as below:

a) You agree that you shall return the stipend amount owed to you during the internship period duration.

b) The expenditure incurred by Accolite on account of your Accolite University program, training, and development, capped at **INR 1,50,000**. Although the said investment in terms of your training, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement.

2) Condition in sub-clause (1) above applies only in respect of full-time offers from Accolite with the annual compensation of at least **INR 8,00,000 per annum**.

Signature: _____



Digitally signed by Aditi
DN: cn=Aditi. o, ou,
email=aditimlhotra1@gmail.co
m, c=IN
Date: 2021.12.09 18:40:01 +05'30'

General:

During your internship, you will be required to comply with the Company's rules, regulations and such other practices, systems, procedures, and policies that the Company communicates to you, all of which may, from time to time, be added, amended and/or terminated by the Company at its discretion. You will be paid the specified Compensation (less required deductions and withholdings) at the end of each month.

This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. Your performance will be reviewed from time to time during your internship. The Company reserves the right to terminate your internship at any time, if it is not satisfied with the quality of services rendered by you. In case you wish to resign / leave the services, you will be required to give 15 days' notice in writing to Accolite. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you.

You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship unless you are authorized to do so in writing by the Company. In exchange for this internship, you agree that all work and Intellectual Property produced during your internship belongs to the Company. Additionally, as a prerequisite for your internship, you will be required to sign the Company's Non-Disclosure Agreement ("Agreement") on the start date of your Internship, and in the event of any conflict between this letter and the Agreement, the Agreement shall apply.

On joining, you are requested to please provide copies of the following documents, as and where applicable:

1. Certificates of educational qualifications
2. 2 passport size photographs in colour
3. PAN Card copy
4. ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Digital India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,



Milind Mutalik
Chief People Officer
Accolite Digital India Pvt. Ltd

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Signature: _____



Digitally signed by Aditi
DN: cn=Aditi, o, ou,
email=aditimahotra18@gma
il.com, c=IN
Date: 2021.12.09 18:41:02
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T

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Ashwin Rajarajan** has completed his internship from **17 January 2022 to 30 June 2022**.

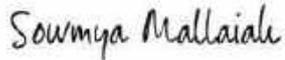
As part of his internship, he worked under **"Engineering"** Department and has successfully completed the same.

During his tenure as an intern, we found him to be an enthusiastic contributor and a keen learner.

We deeply appreciate his commitment towards the tasks assigned and his quality of work.

We wish you success in all your future endeavors.

For Tekion India Private Limited,



Sowmya Mallaiah
Senior Director - Human Resources, Tekion India Private Limited

09th December 2021

Harinisankari K
Bangalore

Sub: Traineeship Letter

Dear Ms. Harinisankari K

We, CareerNet Technologies Pvt. Ltd hereby referred to as the 'Company', are pleased to offer you training opportunity with our Client. During the training you shall be reporting to the work location at **Jivox Software India Pvt Ltd** Bangalore location, hereafter referred to as 'Client'.

Your date of joining will be **03rd January 2022**. The training period will be for duration of six months from **03rd January 2022 to 02nd July 2022**. In case the start date changes due to business dependencies, the same will be intimated at least a week in advance to you.

During the Training Period, you will be paid stipend of **Rs.35,000/-** (Thirty Five Thousand) per month (applicable TDS will be deducted from the stipend payable) by Company.

You shall be entitled to leaves and holidays accordingly to Company Policy

Your training will be conducted at Client's premises, On some occasions, as may be expected by the Client, you may need to be trained in shifts, aligning to the shift work hours of the employees of the Client.

Prior to your first day, you will be receiving requisite communications from the Company to make sure you know what to expect.

You understand and acknowledge that nothing contained in this letter shall be construed as a confirmation or guarantee of employment with the Company and/or Client. The Company may in its sole discretion and upon successful completion of the training, provide you an offer of employment with the Client.

The Training Period may be reduced or extended or otherwise modified at the sole discretion of the Company, without assigning any reason whatsoever. The Company also reserves the right to discontinue the training for any reason whatsoever

During the Training Period, you may have access to confidential and proprietary information of the Company or its Clients/Customers. You understand and acknowledge that it is essential to the conduct of the Company's business and to the protection of its clients' interests that all information and knowledge acquired by you during your internship be kept confidential. You hereby agree and undertake not to misuse or wrongfully disclose or disseminate this information to any person either during or after the Training Period.

Either the company or you may at any time terminate this agreement by giving in writing to the other party 15 Days notice.

The company may immediately and without notice, terminate your services, in case of any substantial or continued unwillingness or inability to perform duties assigned to you or unsatisfactory job performance at the client premises.

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company or our Client where you have been deputed:

1. Any material items belonging to the Company in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information).
2. Any physical company documents that you may have in your possession.
3. Any other company assets within your control.

In accepting this offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into the Company. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the Company.



Your action required:

Please indicate your acceptance by signing below and sending us the signed copy of your acceptance.

If you decide to accept the terms of this letter, we need to receive the signed copy from you no later than three (3) days from the date of issue, failing which your letter will be considered invalid.

Harinisankari K, we are confident that you will be successful at completing the training at the Company and look forward to seeing the impact that we know you are going to make! We hope that you are as excited, as we are, to join our training program at client location.

Sincerely,

For **CareerNet Technologies Pvt. Ltd.**

Kavitha S
Vice President - HR

Acceptance:

I have read the terms and conditions mentioned in the above letter with respect to the training opportunity with Client **Jivox Software India Pvt Ltd.**

Signature: Harini

Name: HARINISANKARI.K

Date: 09/12/2021

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

January 3, 2022

Ms. Ishwariya Booraja
53, A(5), Theeran chinnamalai nagar,
Karumathampatti- 641659,
Coimbatore.

Dear Ishwariya,

CONTRACT FOR INTERNSHIP (“INTERNSHIP CONTRACT”)

With reference to our discussions, we are pleased to offer you an internship with Striim Engineering Services India Private Limited (“**Company/ Striim**”).

Your internship will commence on January 10, 2022 (“**DOJ**”) and will continue up to July 08, 2022 (“**Term**”) as per the terms and conditions outlined here-in-below:

1. During your internship, you will report to Mr. Arul Anand
2. You will be paid a monthly stipend of Rs. 40,000/- (Rupees Forty Thousand). All payments made to you will be subject to legal and statutory deductions including on account of tax and any additional legal or statutory deduction that may be applicable on the DOJ or introduced subsequently during the term of your internship. Subject to the Company being satisfied, in its sole discretion, with your performance during the Term, you will be employed with the Company. Your terms of employment will be governed by an offer of employment that the Company will issue to you separately along with this Internship Contract.
3. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
4. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
5. You will be required to adhere to the norms of office discipline as practiced in the Company and as set out in rules and regulations/policies implemented by the Company from time to time, applicable to you. The said rules and regulations/policies are subject to such changes and modifications, from time to time, as Striim may deem appropriate.
6. You will be required to attend office for at least 8 hours a day from Monday to Friday.
7. During your internship, you must not engage, directly or indirectly, in business or be a shareholder, or be in a post or be a consultant to any person, division or juristic person which engages in the same or similar business operation as Striim.
8. You will be responsible for the safe keeping and the return, in good condition and order, of all property of Striim, which may be in your use, custody and charge at any time.

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

9. (a) At all times during and after your internship with the Company, you will hold in confidence and will not disclose, use, lecture upon, or publish any of Company's Confidential Information (*defined below*), except as may be required in connection your internship, or as expressly authorized by the Chief Executive Officer (the "CEO") or any Managers (the "**Managers**" and together with the CEO, each an "Authorizing Person" and collective the "**Authorizing Persons**") of the Company. You hereby assign to the Company any rights you may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of Company and its assigns.
- (b) You understand that your work for the Company will involve access to and creation of confidential, proprietary and trade secret information and materials of Company (or its affiliates, licensors, suppliers, vendors or customers) (collectively, "**Confidential Information**"). Confidential Information includes, without limitation, any and all confidential knowledge, data or information related to Company's business or its actual or demonstrably anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, computer source and object code, data, formulae, programs, other works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans, budgets, financial statements, contracts, prices, suppliers, and customers; (iii) information regarding the skills and compensation of Company's employees, contractors, and any other service providers of Company; or (iv) the existence of any business discussions, negotiations, or agreements between Company and any third party.
- (c) You also understand that that Company has received and, in the future, will receive from third parties confidential or proprietary information ("**Third Party Information**"), subject to a duty on Company's or its affiliates' part to maintain the confidentiality of such information and to use it only for certain limited purposes. During and after your internship with the Company, you will hold Third Party Information in strict confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for Company), or use Third Party Information, except in connection with your services for Company or unless expressly authorized by an Authorizing Person in writing.
- (d) You represent that you have not entered into, and agree that will not enter into, any agreement, either written or oral, in conflict with your obligations under this Internship Contract or to the Company, unless expressed approved by an Authorizing Person. During your internship, you will not improperly make use of, or disclose, any information or trade secrets of any third party, nor will you bring onto the premises of Company or use any unpublished documents or any property belonging to any third party, in violation of any lawful agreements with any third party.
10. (a) The Company shall be the first owner of any and all intellectual property rights (including copyright) in all software and related works preceding its creation that is conceived, developed or created ("**Work Product**") by you, independently or otherwise, during the course of your internship.

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

- (b) You represent that you have an unqualified right to license all intellectual property developed, acquired, or otherwise obtained by you prior to your internship with the Company (collectively, "**Background Technology**") or licensed or obtained by you from third parties (collectively, "**Third-Party Technology**").
- (c) If the specific identification and description of any Background Technology or Third-Party Technology would cause you to violate any confidentiality obligations, you will not identify and describe such Background Technology or Third-Party Technology with specificity, but will disclose (to the extent permitted): (i) a general identification and description of such Background Technology or Third-Party Technology (which in no event will be less than a cursory name), (ii) the owner or owners of such Background Technology or Third-Party Technology and your relationship to such owner or owners, and (iii) the specific reason that the Background Technology or Third-Party Technology is not fully disclosed.
- (d) You agree that all Work Product will be the sole and exclusive property of Company. Except for your intellectual property rights in the Background Technology and subject to Clause 10 (h) of this Internship Contract, you hereby irrevocably and unconditionally assign to Company all right, title, and interest worldwide in and to the Work Product and all intellectual property rights thereto. You understand and agree that you have no right to use the Work Product except as necessary for your internship with the Company.
- (e) Without limiting the generality of Clause 10(d) of this Internship Contract, you will have no interest in any trademark, service mark, or trade name (collectively, "**Mark**") used on or in the Work Product; Company will be the sole and exclusive owner of all right, title, and interest in and to all such Marks. Any and all use of such Marks by you will be deemed made by Company for the purposes of trademark registration and will inure solely to the benefit of Company for such purposes. You will not contest, oppose, or challenge Company's ownership of such Marks, or do anything to impair Company's ownership or rights in such Marks. You will not create, adopt, or use a corporate name, trade name, trademark, or any other designation that includes any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks. In particular, you will not register, or attempt to register, in any jurisdiction worldwide any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks.
- (f) If any intellectual property rights, including moral rights, in the Work Product, except for intellectual property rights in the Background Technology, cannot (as a matter of law) be assigned by you to Company as provided in Clause 10 (e) above, then (i) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (ii) to the extent you cannot (as a matter of law) make such waiver, you unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicensees, under any and all such rights (x) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (y) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service

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INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

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based on, embodying, incorporating, or derived from the Work Product, and (z) to exercise any and all other present or future rights in the Work Product.

- (g) You unconditionally grant to Company a non-exclusive, perpetual, irrevocable, worldwide, fully-paid right and license, with the right to sublicense through multiple levels of sublicensees, under all of your intellectual property rights in any and all Background Technology used or incorporated in any Work Product (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (iii) to exercise any and all other present or future rights in the Work Product.
- (h) You hereby assign to Company all of your licenses and other rights to all Third-Party Technology incorporated into the Work Product. If such rights cannot be validly assigned to Company without the consent of a third party, you will use best efforts to obtain such consent (at your expense) and will indemnify and hold harmless Company and its affiliates, employees, and agents from and against all liabilities, losses, damages, costs, and expenses (including attorneys' fees) arising from your failure to obtain such consent.
11. You will, at Company's request, (i) cooperate with and assist Company, both during and after your internship, in perfecting, maintaining, protecting, and enforcing Company's rights in the Work Product, and (ii) execute and deliver to Company any documents deemed necessary or appropriate by Company in its discretion to perfect, maintain, protect, or enforce Company's rights in the Work Product. Company will reimburse you for any reasonable out-of-pocket expenses actually incurred by you in fulfilling your obligations under this Clause 11.
12. Either Party may terminate this Internship Contract with 1 (one) week prior notice. However, Striim shall be entitled to terminate your internship during the Term without any notice for any misconduct in internship. In case of termination for any reason other than misconduct, Striim will give you a week's notice.
13. Upon termination of your internship, for any reason whatsoever, you will immediately return to Striim, any and all Confidential Information, documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to Striim that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your internship with Striim, without making any copies thereof and/or extracts therefrom. You will also deliver to Striim immediately all notes, analyses, summaries and working papers relating thereto.
14. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
15. It is understood that this internship is being offered to you on the basis of the particulars submitted by you and on your representation that you were under no-disability contractual or otherwise for applying for this internship and are under no-disability contractual or

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otherwise for entering into this Contract of Internship. However, if at any time it should emerge that the particulars furnished by you or the representation made by you are false or incorrect or if any material or relevant information has been suppressed or concealed or the agency appointed by the Company cannot get your background/particular submitted by you verified despite following its processes for verification, your appointment will be considered ineffective and irregular and would be liable to be terminated by Striim forthwith without notice. This will be without prejudice to the right of Striim to take disciplinary action against you for the same.

16. If any provision of this Internship Contract is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
17. You agree and give your consent to the Company to release your personal information to authorized third party service providers ("**Service Providers**") who are engaged by the Company to perform tasks on its behalf. Unless the Company communicates with you differently, the Service Providers do not have the right to use any personal information shared with them beyond what is necessary to work with the Company. Except as described above, the Company can release your personal information to third parties only with your consent.

Sincerely,

For and on behalf of **Striim Engineering Services India Private Limited**

DocuSigned by:
Mahadevan Lakshminarayanan

72BA7EC8EA7A4E9
Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:
Ms. Ishwariya Booraja

2CB4F256804543C...
Ms. Ishwariya Booraja

Dated: 1/3/2022



Jayanth S

Date: 06-07-2022

Certificate of Internship

This is to certify that **Jayanth S** has successfully completed his Internship Program from **21-02-2022** to **01-07-2022** at our Chennai office.

We appreciate the contributions made during the internship period and wish him the very best in his career.

Thanking You,

For Tiger Analytics India Consulting Private Limited,

A handwritten signature in black ink that reads "S Vivek".

Vivek Bharath P.S.

Director – People Operations

Striim Engineering Services India Private Limited

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SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

December 20, 2021

Mr. Kiruphasankaran Nataraj
20-1, Ellangovadigal Street
2, Seeranayakan Palayam Post,
Coimbatore – 641007.

Dear Kiruphasankaran,

CONTRACT FOR INTERNSHIP (“INTERNSHIP CONTRACT”)

With reference to our discussions, we are pleased to offer you an internship with Striim Engineering Services India Private Limited (“**Company/ Striim**”).

Your internship will commence on January 03, 2022 (“**DOJ**”) and will continue up to July 08, 2022 (“**Term**”) as per the terms and conditions outlined here-in-below:

1. During your internship, you will report to Ms. Vino Chithra.
2. You will be paid a monthly stipend of Rs. 40,000/- (Rupees Forty Thousand). All payments made to you will be subject to legal and statutory deductions including on account of tax and any additional legal or statutory deduction that may be applicable on the DOJ or introduced subsequently during the term of your internship. Subject to the Company being satisfied, in its sole discretion, with your performance during the Term, you will be employed with the Company. Your terms of employment will be governed by an offer of employment that the Company will issue to you separately along with this Internship Contract.
3. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
4. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
5. You will be required to adhere to the norms of office discipline as practiced in the Company and as set out in rules and regulations/policies implemented by the Company from time to time, applicable to you. The said rules and regulations/policies are subject to such changes and modifications, from time to time, as Striim may deem appropriate.
6. You will be required to attend office for at least 8 hours a day from Monday to Friday.
7. During your internship, you must not engage, directly or indirectly, in business or be a shareholder, or be in a post or be a consultant to any person, division or juristic person which engages in the same or similar business operation as Striim.
8. You will be responsible for the safe keeping and the return, in good condition and order, of all property of Striim, which may be in your use, custody and charge at any time.
9. (a) At all times during and after your internship with the Company, you will hold in

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confidence and will not disclose, use, lecture upon, or publish any of Company's Confidential Information (*defined below*), except as may be required in connection your internship, or as expressly authorized by the Chief Executive Officer (the "CEO") or any Managers (the "Managers" and together with the CEO, each an "Authorizing Person" and collective the "Authorizing Persons") of the Company. You hereby assign to the Company any rights you may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of Company and its assigns.

- (b) You understand that your work for the Company will involve access to and creation of confidential, proprietary and trade secret information and materials of Company (or its affiliates, licensors, suppliers, vendors or customers) (collectively, "**Confidential Information**"). Confidential Information includes, without limitation, any and all confidential knowledge, data or information related to Company's business or its actual or demonstrably anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, computer source and object code, data, formulae, programs, other works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans, budgets, financial statements, contracts, prices, suppliers, and customers; (iii) information regarding the skills and compensation of Company's employees, contractors, and any other service providers of Company; or (iv) the existence of any business discussions, negotiations, or agreements between Company and any third party.
 - (c) You also understand that that Company has received and, in the future, will receive from third parties confidential or proprietary information ("**Third Party Information**"), subject to a duty on Company's or its affiliates' part to maintain the confidentiality of such information and to use it only for certain limited purposes. During and after your internship with the Company, you will hold Third Party Information in strict confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for Company), or use Third Party Information, except in connection with your services for Company or unless expressly authorized by an Authorizing Person in writing.
 - (d) You represent that you have not entered into, and agree that will not enter into, any agreement, either written or oral, in conflict with your obligations under this Internship Contract or to the Company, unless expressed approved by an Authorizing Person. During your internship, you will not improperly make use of, or disclose, any information or trade secrets of any third party, nor will you bring onto the premises of Company or use any unpublished documents or any property belonging to any third party, in violation of any lawful agreements with any third party.
10. (a) The Company shall be the first owner of any and all intellectual property rights (including copyright) in all software and related works preceding its creation that is conceived, developed or created ("**Work Product**") by you, independently or otherwise, during the course of your internship.
- (b) You represent that you have an unqualified right to license all intellectual property

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developed, acquired, or otherwise obtained by you prior to your internship with the Company (collectively, "**Background Technology**") or licensed or obtained by you from third parties (collectively, "**Third-Party Technology**").

- (c) If the specific identification and description of any Background Technology or Third-Party Technology would cause you to violate any confidentiality obligations, you will not identify and describe such Background Technology or Third-Party Technology with specificity, but will disclose (to the extent permitted): (i) a general identification and description of such Background Technology or Third-Party Technology (which in no event will be less than a cursory name), (ii) the owner or owners of such Background Technology or Third-Party Technology and your relationship to such owner or owners, and (iii) the specific reason that the Background Technology or Third-Party Technology is not fully disclosed.
- (d) You agree that all Work Product will be the sole and exclusive property of Company. Except for your intellectual property rights in the Background Technology and subject to Clause 10 (h) of this Internship Contract, you hereby irrevocably and unconditionally assign to Company all right, title, and interest worldwide in and to the Work Product and all intellectual property rights thereto. You understand and agree that you have no right to use the Work Product except as necessary for your internship with the Company.
- (e) Without limiting the generality of Clause 10(d) of this Internship Contract, you will have no interest in any trademark, service mark, or trade name (collectively, "**Mark**") used on or in the Work Product; Company will be the sole and exclusive owner of all right, title, and interest in and to all such Marks. Any and all use of such Marks by you will be deemed made by Company for the purposes of trademark registration and will inure solely to the benefit of Company for such purposes. You will not contest, oppose, or challenge Company's ownership of such Marks, or do anything to impair Company's ownership or rights in such Marks. You will not create, adopt, or use a corporate name, trade name, trademark, or any other designation that includes any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks. In particular, you will not register, or attempt to register, in any jurisdiction worldwide any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks.
- (f) If any intellectual property rights, including moral rights, in the Work Product, except for intellectual property rights in the Background Technology, cannot (as a matter of law) be assigned by you to Company as provided in Clause 10 (e) above, then (i) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (ii) to the extent you cannot (as a matter of law) make such waiver, you unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicensees, under any and all such rights (x) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (y) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service

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based on, embodying, incorporating, or derived from the Work Product, and (z) to exercise any and all other present or future rights in the Work Product.

- (g) You unconditionally grant to Company a non-exclusive, perpetual, irrevocable, worldwide, fully-paid right and license, with the right to sublicense through multiple levels of sublicensees, under all of your intellectual property rights in any and all Background Technology used or incorporated in any Work Product (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (iii) to exercise any and all other present or future rights in the Work Product.
 - (h) You hereby assign to Company all of your licenses and other rights to all Third-Party Technology incorporated into the Work Product. If such rights cannot be validly assigned to Company without the consent of a third party, you will use best efforts to obtain such consent (at your expense) and will indemnify and hold harmless Company and its affiliates, employees, and agents from and against all liabilities, losses, damages, costs, and expenses (including attorneys' fees) arising from your failure to obtain such consent.
11. You will, at Company's request, (i) cooperate with and assist Company, both during and after your internship, in perfecting, maintaining, protecting, and enforcing Company's rights in the Work Product, and (ii) execute and deliver to Company any documents deemed necessary or appropriate by Company in its discretion to perfect, maintain, protect, or enforce Company's rights in the Work Product. Company will reimburse you for any reasonable out-of-pocket expenses actually incurred by you in fulfilling your obligations under this Clause 11.
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 13. Upon termination of your internship, for any reason whatsoever, you will immediately return to Striim, any and all Confidential Information, documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to Striim that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your internship with Striim, without making any copies thereof and/or extracts therefrom. You will also deliver to Striim immediately all notes, analyses, summaries and working papers relating thereto.
 14. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
 15. It is understood that this internship is being offered to you on the basis of the particulars submitted by you and on your representation that you were under no-disability contractual or otherwise for applying for this internship and are under no-disability contractual or

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otherwise for entering into this Contract of Internship. However, if at any time it should emerge that the particulars furnished by you or the representation made by you are false or incorrect or if any material or relevant information has been suppressed or concealed or the agency appointed by the Company cannot get your background/particular submitted by you verified despite following its processes for verification, your appointment will be considered ineffective and irregular and would be liable to be terminated by Striim forthwith without notice. This will be without prejudice to the right of Striim to take disciplinary action against you for the same.

16. If any provision of this Internship Contract is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
17. You agree and give your consent to the Company to release your personal information to authorized third party service providers ("**Service Providers**") who are engaged by the Company to perform tasks on its behalf. Unless the Company communicates with you differently, the Service Providers do not have the right to use any personal information shared with them beyond what is necessary to work with the Company. Except as described above, the Company can release your personal information to third parties only with your consent.

Sincerely,

For and on behalf of **Striim Engineering Services India Private Limited**

DocuSigned by:

736A7EC85A7A4E9

Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:

E6CF035E9A75403
Mr. Kiruphasankaran Nataraj

Dated: 12/19/2021



CARATLANE
A TITANISHQ Partnership

July 28, 2022

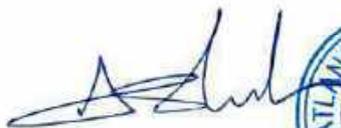
INTERNSHIP COMPLETION LETTER

This is to certify that **Mr. Krishna Prasad** (Intern Code: CLI226) has successfully completed his Internship in the **Technology** Department under the guidance of **Mr. Muthukumar - Director of Engineering** at **CaratLane Trading Private Limited**, at our **Chennai Office**. The duration of this Internship was from 05th Jan, 2022 to 14th Jun, 2022.

His performance was good during the Internship.

We wish him all the best in his future endeavours.

For CaratLane Trading Private Limited


Ashok R
Senior Manager - HR.



CaratLane Trading Private Limited
(A subsidiary of Titan Company Limited)

Reg Office : 2nd, 3rd & 4th Floor, #32, Rutland Gate 2nd Street, Khader Nawaz Khan Road, Nungambakkam, Chennai 600 006. Tel : 044-4293 7944

Corp office : # 701, 7th Floor Akruti Star Building, MIDC Central Road MIDC, Andheri East-Mumbai - 400 093. Tel : 022-4293 0360

Corp office : # F-41 second Floor, south Ex part 1, New Delhi - 110 049

CIN: U52393TN2007PTC064830 | www.caratLane.com | Toll Free No : 1800-102-0103

May 12, 2022

To Whomsoever It May Concern

This is to certify that Krithika.S pursued her internship project in our organisation from January 2, 2022 to April 30, 2022 on the following topics

CTAS spark job migration to GO command line tool

Her performance, attendance and code of conduct during the internship was good

Please feel free to contact the undersigned for any further questions

Best Regards



**Kalpana
Human Resources
Kalpana@aqfer.com**

Aqfer India Private Limited,
Registered Office: 01 FA, First Floor, IIT Madras Research Park, Kanagam Road, Taramani,
Chennai 113
CIN: U72900TN2022PTC149837
www.aqfer.com



Zoho Corporation Private Limited

Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

SEZ Unit

PL-2125/HR/2022

INTERNSHIP CERTIFICATE

This is to certify that Mr/Ms. **Nivetha R - 14122** from Coimbatore Institute Of Technology has undergone his/her internship training in **Zoho Corporation Private Limited - Unit 1**, from 21-Feb-2022 to 06-May-2022. During this period, his/her performance and conduct were found to be good.

Yours Sincerely,

For Zoho Corporation Private Limited

Rajarajeswari R

Senior Associate - HR

Date of issue: 16 Aug 2022

LETTER OF REFERENCE

Bosch Global Software
Technologies Private Limited
(CIN:
U72400KA1997PTC023164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.boschsoftwaretechnologies.com

Internship Completion CertificateDate: **10.07.2022**

This is to certify that **Pooja M (E.No : 34556604)** from **Coimbatore Institute of Technology** has carried out an internship on “XML” from **07-02-2022** to **31-05-2022** under the guidance of **Hande Shreyas (MS/EAI2-PS)**.

We appreciate your valuable contribution and wish you success in your future endeavours.

Bosch Global Software Technologies Private Limited.

pki, BOSCH, APAC,
M, A,
MaheshKishore.Pu
njabi

Digitally signed by pki,
BOSCH, APAC, M, A,
MaheshKishore.Punjabi
Date: 2022.07.11
03:25:26 +05'30'

Mahesh Kishore Punjabi
Senior Project Manager
Human Resource

Mr. Prasanna Nivas
CIT,

Date:23-December-2021

Offer for Internship

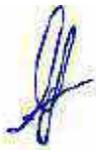
Dear Prasanna Nivas,

This has reference to the discussion you had with us on 2nd August 2021 at TSIP, Bangalore. We are pleased to offer an Internship in our Company from 3rd January 2022 till 29th July 2022. You shall receive a consolidated stipend of **Rs. 30,000/-** (Thirty Thousand only) per month during this period. Tax shall be deducted as per Income Tax Act.

You shall report on 3rd January 2022 at our Registered Office, # 3A, "Essae Vaishnavi Solitaire", 3rd Block, Koramangala, Bangalore – 560034, failing which this Offer for Internship shall be treated as withdrawn. You will be required to enter into a non-disclosure agreement subsequent to your joining the Company.

Yours truly

For Toshiba Software (India) Pvt Ltd.



Prem Gopinathan Nair
General Manager – Human Resources

Toshiba Software India Pvt. Ltd.
Registered & Corporate Office
3A "EssaeVaishnavi Solitaire" 3rd Block,
Koramangala, Bengaluru, Karnataka 560034
Tel: +91 80 41803500 / 3700 Fax: +91 8041101650

LETTER OF REFERENCE

Bosch Global Software
Technologies Private Limited
(CIN:
U72400KA1997PTC023164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.boschsoftwaretechnologies.com

Internship Completion Certificate

Date: 25.07.2022

This is to certify that **Ramyaa M (E.No : 34556524)** from **Coimbatore Institute of Technology**

has carried out an internship on “**Amalthea**” from **07-Feb-2022** to **31-May-2022** under the

guidance of **Sridhar Mahedran (EDI2)**.

We appreciate your valuable contribution and wish you success in your future endeavours.

Bosch Global Software Technologies Private Limited.

pki, BOSCH,
APAC, M, A,
MaheshKishore.P
unjabi

Digitally signed by pki,
BOSCH, APAC, M, A,
MaheshKishore.Punjabi
Date: 2022.07.26
21:05:43 +05'30'

Mahesh Kishore Punjabi
Senior Project Manager
Human Resource



Internship (Final Year Project) & Employment Offer Letter

Date: September 27, 2021

Dear Robero Laitonjam,

StartSmart Labs India Private Limited (the “Company”) is pleased to offer you internship and employment with the Company on the terms described below.

The below employment offer is subject to realization on your successful completion of your final year project with us and course degree before the joining date with the organization.

1. Position. Further to your internship completion you will start in a full-time position as **Software Engineer** and you will initially report to the Company’s Director, **R.Narayanakumar** or such other person as communicated to you from time to time. You will primarily be stationed at Chennai, India, or at such other place in accordance with the needs and requirements of the Company from time to time.

2. Compensation and Employee Benefits.

You are expected to start your Final year project (internship) with us on or before January 24, 2021. You will have to pursue the project at our office, which is subject to the pandemic conditions. Your stipend during your internship will be **Rs.15000/- (Rs. Fifteen Thousand Only)**

On successful completion of your internship and degree, In consideration of the employee duties to be performed by you hereunder including abiding by the provisions in clause 4 below, you will be paid a salary of **Rs.11,00,000/-(Rupees Eleven Lakhs only) per annum** payable on the Company’s regular payroll dates, which may be reviewed from time to time as per the discretion of the Company. You will be entitled to other benefits including gratuity, leave, personal accident insurance, mediclaim for self spouse and dependent children and others as may be applicable as per the policy and procedures of the Company and in accordance with applicable laws.

You are expected to start your Final year project with us on or before January 3, 2022. You will have to pursue the project at our office, which is subject to the pandemic conditions

Your services are liable for termination by either party giving two (2) month's notice in writing provided no notice is necessary in the event of termination by the Company on account of misconduct.

3. Confidential Information and Invention Assignment Agreement. Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's enclosed standard Confidential Information and Invention Assignment Agreement (if you have not already done so previously). You agree that the compensation payable to you in clause 2 above is valid and adequate consideration to abide by the terms contained therein.

4. Employment Relationship. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all rights and remedies, the Company shall have the right to withdraw this offer or in case of such discovery occurring after you joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

Any contrary representations which may have been made to you are superseded by this offer. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time which will be communicated to you, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company's Chief Executive Officer.

5. Other duties and covenants. You understand that the Company's computer network is the property of the Company and may only be used for legitimate business purposes. You have a responsibility to use the Company's computer resources and the Internet in a professional, lawful and ethical manner and you will keep the Company indemnified against any losses it may suffer in the event that you do not. You will at all times perform your duties, and act in a manner and devote all your efforts and time to promote the interests of the Company and its operations and activities and shall work for such hours as may be required by the Company for the proper, efficient and diligent performance of your duties hereunder. This appointment is subject to the adherence to the conditions of this letter and the Company's policies and procedures.

6. Outside Activities. While you render services to the Company, you agree that you will not engage in any other employment, consulting or other business activity without the written consent of the Company. In addition, while you render services to the Company, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees, existing or potential clients or consultants, directly or indirectly, of the Company.

7. Tax Matters. All forms of compensation referred to in this letter are subject to applicable withholding and payroll taxes. You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company, the Parent Company or either of their officers, directors, employees or agents related to tax liabilities arising from your compensation.

8. Entire Agreement. This letter supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter.

9. Governing Law and Jurisdiction. The validity, interpretation, construction and performance of this Agreement shall be governed by the laws of the Republic of India and any legal action, suit or proceeding brought by it in any way arising out of this Agreement, must be brought solely and exclusively in the Courts of Chennai, Tamil Nadu, India alone and no other courts shall have the jurisdiction to entertain and try matters relating to or arising from and out of the terms of this Agreement.

[Signature Page Follows]

If you wish to accept this offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Confidential Information and Invention Assignment Agreement and return them to me. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

As required, by law, your employment with the Company is also contingent upon your providing legal proof of your identity (copy of your PAN card and passport) and qualifications. The Company reserves the right to carry out reference verifications or background checks prior to you joining the Company or during the course of your employment with us. You understand and acknowledge that this is a requirement for your employment and you shall not raise any objection whatsoever to the said background checks or reference verifications. By signing this letter you grant your unqualified consent to the Company to provide and/or share all the personal information provided by you to the Company from time to time, including for avoidance of doubt sensitive personal data and information, for the purpose of employment with the Company, with any third party for conducting the reference checks, payroll management or for any other lawful purpose.

This offer, if not accepted, will expire at the close of business on September 29, 2021. We look forward to having you join us for the internship on January 3, 2022

Very truly yours,

STARTSMART LABS INDIA PRIVATE LIMITED

A handwritten signature in black ink, appearing to read "R. Narayanakumar", with a stylized flourish at the end.

Name: R. Narayanakumar
Title: Director

ACCEPTED AND AGREED:

I confirm that I have read and understood the whole of this document, that I have been given and have read a copy of the Confidential Information and Invention Assignment Agreement of which, together with this document, sets out (or refers me to other documents which set out) the particulars of my employment and that I understand and agree to the terms and conditions of my employment. I also understand that, in offering me employment, the Company has relied on the information given by me to the Company in applying for employment and I hereby grant my unqualified consent to the Company to provide and/or share all the personal information provided by me herein and from time to time, including for avoidance of doubt sensitive personal data and information, for the purpose of employment with the Company, with any third party for conducting the reference checks, payroll management or for any other lawful purpose. I also understand that this offer of employment is conditional on and may be withdrawn if either condition is not satisfied.

Robero Laitonjam
(PRINT EMPLOYEE NAME)



(Signature)

28/09/2021
Date

Tentative Joining Date: Internship: 03/01/22 Employment: Immediately on completion of internship.

May 11, 2022

TO WHOMSOEVER IT MAY CONCERN

Sabitha S is pursuing her internship with us from 3rd January 2022 till 31st May 2022.

During this tenure she is working on the project titled 'SCV API Migration'.

Her performance during this internship has been exemplary. We wish her all the best for future endeavors.

Your sincerely,

For Global Analytics India Pvt Ltd



Ramani Subbaraman
HR Head India - Director



July 09, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear SANJAYKUMAR K G,

Congratulations!

We would like to take this opportunity to commend you on the successful completion of your project.

This letter certifies that you have completed your internship with IBM India Private Limited. This also confirms your employment in an intern capacity from January 08, 2022 to July 07, 2022 under the guidance of Jerald Dsouza.

Project title – AIX Development Support

Project Details – Sanjaykumar has successfully completed 6 months of internship with IBM in the AIX Development support organization catering to the needs of AIX clients on POWER Servers.

He has mainly supported the AIX customer on AIX networking. and network applications. He has worked under AIX Protocols/TCPIP/Drivers team and provided technical support for world-wide customers.

He was responsible for resolving customer reported issues, do advanced problem-determination (Root cause analysis) and create python scripts for data analysis.

He has supported wide range of issues like Network latency, adapter's down state, network packet loss, performance issues, prompt window slowness and HIPER Issues.

During this period he has gained expertise on various tools like Salesforce aka Cognitive Support Platform, Enhanced Customer Data Repository (EcuRep), Bluediamond, Wireshark and PuTTY.

He is well versed with the project management and communication tools like Webex and Slack. He also had hands-on experience on AIX Lpars in the QTA(Quinta,Truth and Arch) servers which

he has used to recreate customer scenarios and provide better solution to customers. During this internship he has acquired excellent knowledge on AIX Operating System.

Internship Serial Number: AVVAND744

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

Striim Engineering Services India Private Limited

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SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

December 20, 2021

Ms. Shruthe Loganathan
106A, East South Thotta Salaikal,
Chettipalayam, Coimbatore- 641 201

Dear Shruthe,

CONTRACT FOR INTERNSHIP (“INTERNSHIP CONTRACT”)

With reference to our discussions, we are pleased to offer you an internship with Striim Engineering Services India Private Limited (“**Company/ Striim**”).

Your internship will commence on January 03, 2022 (“**DOJ**”) and will continue up to July 08, 2022 (“**Term**”) as per the terms and conditions outlined here-in-below:

1. During your internship, you will report to Mr. Ganesh Bushnam.
2. You will be paid a monthly stipend of Rs. 40,000/- (Rupees Forty Thousand). All payments made to you will be subject to legal and statutory deductions including on account of tax and any additional legal or statutory deduction that may be applicable on the DOJ or introduced subsequently during the term of your internship. Subject to the Company being satisfied, in its sole discretion, with your performance during the Term, you will be employed with the Company. Your terms of employment will be governed by an offer of employment that the Company will issue to you separately along with this Internship Contract.
3. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
4. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
5. You will be required to adhere to the norms of office discipline as practiced in the Company and as set out in rules and regulations/policies implemented by the Company from time to time, applicable to you. The said rules and regulations/policies are subject to such changes and modifications, from time to time, as Striim may deem appropriate.
6. You will be required to attend office for at least 8 hours a day from Monday to Friday.
7. During your internship, you must not engage, directly or indirectly, in business or be a shareholder, or be in a post or be a consultant to any person, division or juristic person which engages in the same or similar business operation as Striim.
8. You will be responsible for the safe keeping and the return, in good condition and order, of all property of Striim, which may be in your use, custody and charge at any time.
9. (a) At all times during and after your internship with the Company, you will hold in confidence and will not disclose, use, lecture upon, or publish any of Company’s

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Confidential Information (*defined below*), except as may be required in connection your internship, or as expressly authorized by the Chief Executive Officer (the “**CEO**”) or any Managers (the “**Managers**” and together with the CEO, each an “Authorizing Person” and collective the “**Authorizing Persons**”) of the Company. You hereby assign to the Company any rights you may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of Company and its assigns.

- (b) You understand that your work for the Company will involve access to and creation of confidential, proprietary and trade secret information and materials of Company (or its affiliates, licensors, suppliers, vendors or customers) (collectively, “**Confidential Information**”). Confidential Information includes, without limitation, any and all confidential knowledge, data or information related to Company’s business or its actual or demonstrably anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, computer source and object code, data, formulae, programs, other works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans, budgets, financial statements, contracts, prices, suppliers, and customers; (iii) information regarding the skills and compensation of Company’s employees, contractors, and any other service providers of Company; or (iv) the existence of any business discussions, negotiations, or agreements between Company and any third party.
 - (c) You also understand that that Company has received and, in the future, will receive from third parties confidential or proprietary information (“**Third Party Information**”), subject to a duty on Company’s or its affiliates’ part to maintain the confidentiality of such information and to use it only for certain limited purposes. During and after your internship with the Company, you will hold Third Party Information in strict confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for Company), or use Third Party Information, except in connection with your services for Company or unless expressly authorized by an Authorizing Person in writing.
 - (d) You represent that you have not entered into, and agree that will not enter into, any agreement, either written or oral, in conflict with your obligations under this Internship Contract or to the Company, unless expressed approved by an Authorizing Person. During your internship, you will not improperly make use of, or disclose, any information or trade secrets of any third party, nor will you bring onto the premises of Company or use any unpublished documents or any property belonging to any third party, in violation of any lawful agreements with any third party.
10. (a) The Company shall be the first owner of any and all intellectual property rights (including copyright) in all software and related works preceding its creation that is conceived, developed or created (“**Work Product**”) by you, independently or otherwise, during the course of your internship.
- (b) You represent that you have an unqualified right to license all intellectual property developed, acquired, or otherwise obtained by you prior to your internship with the

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Company (collectively, "**Background Technology**") or licensed or obtained by you from third parties (collectively, "**Third-Party Technology**").

- (c) If the specific identification and description of any Background Technology or Third-Party Technology would cause you to violate any confidentiality obligations, you will not identify and describe such Background Technology or Third-Party Technology with specificity, but will disclose (to the extent permitted): (i) a general identification and description of such Background Technology or Third-Party Technology (which in no event will be less than a cursory name), (ii) the owner or owners of such Background Technology or Third-Party Technology and your relationship to such owner or owners, and (iii) the specific reason that the Background Technology or Third-Party Technology is not fully disclosed.
- (d) You agree that all Work Product will be the sole and exclusive property of Company. Except for your intellectual property rights in the Background Technology and subject to Clause 10 (h) of this Internship Contract, you hereby irrevocably and unconditionally assign to Company all right, title, and interest worldwide in and to the Work Product and all intellectual property rights thereto. You understand and agree that you have no right to use the Work Product except as necessary for your internship with the Company.
- (e) Without limiting the generality of Clause 10(d) of this Internship Contract, you will have no interest in any trademark, service mark, or trade name (collectively, "**Mark**") used on or in the Work Product; Company will be the sole and exclusive owner of all right, title, and interest in and to all such Marks. Any and all use of such Marks by you will be deemed made by Company for the purposes of trademark registration and will inure solely to the benefit of Company for such purposes. You will not contest, oppose, or challenge Company's ownership of such Marks, or do anything to impair Company's ownership or rights in such Marks. You will not create, adopt, or use a corporate name, trade name, trademark, or any other designation that includes any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks. In particular, you will not register, or attempt to register, in any jurisdiction worldwide any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks.
- (f) If any intellectual property rights, including moral rights, in the Work Product, except for intellectual property rights in the Background Technology, cannot (as a matter of law) be assigned by you to Company as provided in Clause 10 (e) above, then (i) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (ii) to the extent you cannot (as a matter of law) make such waiver, you unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicensees, under any and all such rights (x) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (y) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (z) to exercise any and all other present or future rights in the Work Product.

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- (g) You unconditionally grant to Company a non-exclusive, perpetual, irrevocable, worldwide, fully-paid right and license, with the right to sublicense through multiple levels of sublicensees, under all of your intellectual property rights in any and all Background Technology used or incorporated in any Work Product (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (iii) to exercise any and all other present or future rights in the Work Product.
- (h) You hereby assign to Company all of your licenses and other rights to all Third-Party Technology incorporated into the Work Product. If such rights cannot be validly assigned to Company without the consent of a third party, you will use best efforts to obtain such consent (at your expense) and will indemnify and hold harmless Company and its affiliates, employees, and agents from and against all liabilities, losses, damages, costs, and expenses (including attorneys' fees) arising from your failure to obtain such consent.
11. You will, at Company's request, (i) cooperate with and assist Company, both during and after your internship, in perfecting, maintaining, protecting, and enforcing Company's rights in the Work Product, and (ii) execute and deliver to Company any documents deemed necessary or appropriate by Company in its discretion to perfect, maintain, protect, or enforce Company's rights in the Work Product. Company will reimburse you for any reasonable out-of-pocket expenses actually incurred by you in fulfilling your obligations under this Clause 11.
12. Either Party may terminate this Internship Contract with 1 (one) week prior notice. However, Striim shall be entitled to terminate your internship during the Term without any notice for any misconduct in internship. In case of termination for any reason other than misconduct, Striim will give you a week's notice.
13. Upon termination of your internship, for any reason whatsoever, you will immediately return to Striim, any and all Confidential Information, documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to Striim that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your internship with Striim, without making any copies thereof and/or extracts therefrom. You will also deliver to Striim immediately all notes, analyses, summaries and working papers relating thereto.
14. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
15. It is understood that this internship is being offered to you on the basis of the particulars submitted by you and on your representation that you were under no-disability contractual or otherwise for applying for this internship and are under no-disability contractual or otherwise for entering into this Contract of Internship. However, if at any time it should emerge that the particulars furnished by you or the representation made by you are false

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or incorrect or if any material or relevant information has been suppressed or concealed or the agency appointed by the Company cannot get your background/particular submitted by you verified despite following its processes for verification, your appointment will be considered ineffective and irregular and would be liable to be terminated by Striim forthwith without notice. This will be without prejudice to the right of Striim to take disciplinary action against you for the same.

16. If any provision of this Internship Contract is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
17. You agree and give your consent to the Company to release your personal information to authorized third party service providers ("**Service Providers**") who are engaged by the Company to perform tasks on its behalf. Unless the Company communicates with you differently, the Service Providers do not have the right to use any personal information shared with them beyond what is necessary to work with the Company. Except as described above, the Company can release your personal information to third parties only with your consent.

Sincerely,

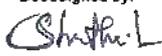
For and on behalf of **Striim Engineering Services India Private Limited**

DocuSigned by:

73BA7ECB5A7A4E9...

Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:

2D88919501B34FA...

Ms. Shruthe Loganathan

Dated: 12/19/2021

Dear Employee,

Welcome to Striim! As a successful professional, you have high standards and expectations. Striim does, too. We therefore take great pride in being able to provide you with this informative employee handbook (*Handbook*), designed to provide you with an overview of various aspects of the employee-employer relationship between you and Striim Engineering Services India Private Limited (*Striim India*). This Handbook helps you understand and, appreciate our work environment.

We look forward to helping you achieve success and prosperity.

IMPORTANT NOTICE ABOUT THIS HANDBOOK

This Handbook applies to employees who are employees of Striim India (unless otherwise provided) and sets forth the terms and conditions of your employment with Striim.

When the term “the Company” or “we” is used, it refers to Striim India.

Of course, it is not possible for this Handbook to address every situation that may arise or to provide information that answers every possible question. In addition, circumstances undoubtedly will require changes to the Company’s offerings, policies, procedures, and rules from time to time. For these reasons, the Company reserves the right to change any of its policies, procedures, or rules at any time, with or without notice.

Unless and until superseded by a subsequent Handbook, this Handbook applies to all employees regardless of date of hire and supersede any prior notice, Handbook, or policies on the same subjects, except as otherwise indicated in this Handbook.

In case there is any contradiction between applicable law and this Handbook, the law will prevail.

If you have any questions regarding any policies, please ask the Company’s Human Resource Department (*Striim HR*). We wish you success and fulfillment in your position.

Best wishes,



Devyani Abhyankar

Global HR Director

Equal Employment Opportunity and Diversity

The Company is committed to provide equal-employment principles, and the Company recognizes the value of committed employees who feel they are being treated in an equitable and professional manner. We strive to find ways to attract, develop and retain the talent needed to meet business objectives, and to recruit and employ highly qualified individuals representing the diverse communities in which we live.

Employment policies and decisions on employment and promotion are based on merit, qualifications, performance, and business needs. The decisions and criteria governing the employment relationship with all employees are made in a non-discriminatory manner—without regard to age, race, color, national origin, gender (including pregnancy, childbirth or medical condition related to pregnancy or childbirth), gender identity or expression, religion, physical or mental disability, medical condition, marital status, sexual orientation, or any other factor determined to be an unlawful basis for such decisions by law.

No discrimination will be made in decisions regarding any of the following:

- Recruiting
- Hiring
- Termination of employment
- Discipline
- Promotion/demotion
- Training
- Compensation and Benefits
- Scheduling
- Assignments, or
- Any other terms or conditions or privileges of employment.

Moreover, in accordance with applicable law, the Company will make reasonable accommodations whenever necessary for individuals with known disabilities, provided that such individuals are qualified to perform the essential functions and assignments of the job, with or without accommodation, and provided that any accommodations would not impose an undue hardship on the Company. The Company wishes to have timely, good faith discussions with a disabled applicant or employee to determine what accommodations may be appropriate. Any applicant or employee who requires an accommodation during the application process or in order to perform the essential functions of the job should contact the Striim HR to request such an accommodation.

If you have any reason to believe that you (or someone else) have not been treated in accordance with the Company's equal-employment principles, you should immediately inform Striim HR.

Open Door Policy

We have an open-door policy that seeks to encourage employees to participate in decisions affecting them and their daily professional responsibilities. We encourage you to make your concerns, questions, suggestions, and comments known to us. Whether you have a question about any of our policies or programs, or a concern about a decision affecting your job, you can make yourself heard so that your question or concern may be addressed—and appropriate steps can be taken toward a resolution.

Access to Personnel Records

The Company maintains certain, but not necessarily the same, records for employees. Most employee information may be accessed only by appropriately authorized Company personnel. In addition, access to these records may be granted to government agencies in accordance with the law, and to other third parties, as may be required to be shared by the Company, however, such information will be shared with third parties in accordance with applicable law.

Requests by current and former employees to access the Company's records should be made to the Striim HR. The Company and Striim HR will in accordance with applicable law, provide copies of employee records.

You are responsible for reporting changes in status that affect employment records and benefits. Examples include address change, marital status change, and dependent change.

Dress Code

While at work or engaged in work-related activities, you must maintain a clean, neat appearance when reasonably possible, and your attire should be consistent with the type of work you are performing and with safety considerations.

If you have further questions about your expected attire or grooming and hygiene standards, please discuss these questions with the Striim HR.

Tobacco Policy

In order to offer our employees a comfortable environment in which to work, tobacco use is prohibited in all areas of the workplace. This includes all office areas, rest rooms, and other common areas.

Ending Your Employment

If you choose to leave your employment, we ask that you do so in writing and indicate your reason for leaving, the effective date of your resignation, and a forwarding address. The Company would appreciate as much advance notice as possible, but in no circumstance lesser than the notice period referred to in your appointment letter, so that plans can be made for your replacement or reassignment of your duties. If you quit without notice, the Company, will exercise its rights under your appointment letter and/or applicable law.

Safety

All employees have a stake in keeping the workplace safe, pleasant, and free of hazards of any kind. We rely on you to help make the Company a friendly, secure place to work. As an employee, you are subject to the policies set forth below.

What to Do if You Sustain a Work-Related Injury

Report all injuries to the Striim HR immediately or as soon as possible.

Workplace Security and Anti-Violence Policy

The Company is committed to providing a violence-free workplace for its employees. Any employee who commits or threatens any violent act against any person while on Company premises or at work will be subject to immediate discharge. The Company expressly prohibits any acts or threats of violence by any employee on Company premises at any time or while conducting business on behalf of the Company at any time on or off premises. Similarly, the Company prohibits any acts or threats of violence which affect or involve any current or former employee(s), clients, visitors or other third parties while conducting business on behalf of the Company, on or off premises at any time.

Employees are required to report any incident involving a threat of violence or act of violence immediately to the Striim HR. If you become aware of an imminent act of violence, a threat of imminent violence, or actual violence, immediately seek emergency assistance. In such situations, you should contact the Striim HR and, when appropriate, contact the law enforcement authorities.

Similarly, if employees become aware of any workplace security hazards or identify methods of increasing security in the workplace, they should report that information to the Striim HR. Employees may report any and all concerns without fear of retaliation of any kind. Moreover, employees may make such reports anonymously.

All reports will be investigated promptly and afforded confidentiality to the extent possible.

Drug-Free Workplace

We all have the responsibility to maintain a safe and efficient working environment. As such, these guidelines apply to all employees.

Employees who work while impaired by controlled substances or alcohol present a safety hazard to themselves and coworkers. As a responsible individual, you should report to work fit to perform the duties of your job. The presence of controlled substances and/or alcohol in the workplace limits our ability to provide high-quality service to our customers and will not be tolerated. Any employee who engages in the following conduct may be subject to discipline, up to and including termination of employment:

- Use, possession, sale, or solicitation of illegal drugs while on duty, on Company premises, or Company time;
- Unauthorized use or possession of alcohol while on duty, on Company premises, or Company time; or
- Reporting to work impaired by alcohol or illegal drugs.

The legal use of prescribed drugs or over-the-counter medications that do not impair a employee's ability to perform the essential job functions effectively and do not endanger the employee or other individuals in the workplace is permitted on the job. The misuse and/or abuse of prescription medications and/or over-the-counter medications is strictly prohibited.

An employee with a drug or alcohol problem may request approval to take unpaid time off to participate in a rehabilitation program. The time off will be granted at the Company's discretion. However, the Company may terminate the employee's employment without providing an opportunity to participate in a rehabilitation program if the employee's current use of alcohol or drugs prohibits the employee from performing his or her duties or endangers his or her health or safety or the health or safety of others.

To help ensure a safe, drug-free workplace, the Company has the right to inspect employees while on duty or on Company property, including their persons, desks, lockers, and/or personal property, to the extent permitted by applicable law. The Company also has the right to investigate any possible violations of this policy. If anyone refuses to cooperate with an investigation of this nature (which may include medical testing for alcohol or drug use) the Company may choose to discipline the employee. Withholding consent or failing to cooperate with any of these measures could subject the employee to disciplinary procedures, up to and including termination of employment.

If an employee is convicted of a drug-related charge which occurred in the workplace, the Striim HR must be notified at the earliest but not later than five days. After receiving notice of such a conviction,

the Company will take appropriate action, which could include disciplinary action, including termination.

Policy against Harassment

What is Sexual Harassment?

Sexual harassment includes, but is not limited to, any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely: (i) physical contact and advances; or (ii) a demand or request for sexual favours; or (iii) making sexually coloured remarks; or (iv) showing pornography; or (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:

- (a) implied or explicit promise of preferential treatment to the victim in her/his employment; or
- (b) implied or explicit threat of detrimental treatment to the victim in her/his employment; or
- (c) implied or explicit threat about present or future employment status of the victim; or
- (d) interference with the victim's work or creating an intimidating or offensive or hostile work environment for her/him; or
- (e) humiliating treatment likely to affect the victim's health or safety; or
- (f) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

What Are Other Kinds of Harassment?

In addition to sexual harassment, the Company prohibits all other forms of harassment including but not limited to harassment based on age, race, colour, national origin, gender (including pregnancy, childbirth or medical condition related to pregnancy or childbirth), gender identity or expression, sexual orientation, religion, physical or mental disability, medical condition, genetic information, marital status, veteran status, military status, or any other characteristic protected by federal, state, or local law.

Forms of Harassment

Harassment may take many forms, including the following conduct when based on the protected characteristics described above:

- **Verbal.** Epithets; derogatory comments, slurs, or name-calling; inappropriate jokes, emails or any other form of written communication, comments, noises, or remarks; repeated requests for dates, threats, propositions, unwelcome and unwanted correspondence, phone calls, and gifts; or other unwelcome attention.
- **Physical.** Assault; impeding or blocking movement; physical interference with normal work or movement; unwanted and unwarranted physical contact, such as touching, pinching, patting, grabbing, brushing against, or poking another employee's body.
- **Visual.** Abusive or patently offensive images (whether in photographs, posters, cartoons, drawings, paintings or other forms of imagery); displaying abusive or patently offensive images, writings or objects; ogling, staring at or directing attention to an employee's anatomy; leering; sexually oriented or suggestive gestures.
- **Cyberstalking.** Proscribed harassment using electronic communication, such as e-mail or instant messaging (IM), or messages posted to a website, blog, or discussion group.

Proscribed harassment can occur in one-on-one interactions or in group settings and can involve a co-worker, manager, vendor, customer, visitor, or agent of the Company. Sexual harassment can also occur in the context of a relationship that was once consensual but has changed so that the behaviour is no longer welcome by one party. It is impossible to specify every action or all words that could be interpreted as harassment. The examples listed above are not meant to be a complete list of objectionable behaviour.

Make a point of paying attention to others' reactions and stated requests and preferences, respecting their wishes, and treating them in a professional manner, regardless of gender, race, religion, nationality, age, sexual orientation, sexual identity or expression, or other protected characteristic.

Reporting and Investigating Proscribed Harassment

The Company's Policy on Prevention of Sexual Harassment at Workplace, regulates the Company's policy regarding the process to be followed in case an employee is sexually harassed.

With regard to any other form of harassment, if you believe anyone is harassing you based on a protected characteristic, or harassing another individual in the workplace, we encourage you, if comfortable doing so, to tell the harasser in clear language that the behaviours or advances are unwelcome or unwanted and must stop. The individual may not realize the behaviour is objectionable and a simple communication may effectively end the behaviour. However, if you are not comfortable engaging in such communication or the behaviour does not stop following such communication, you should immediately report your concern to Striim HR. Report the facts of the incident, including what happened, when, where, how often, and the names of the accused and any witnesses to the Striim HR.

All claims of proscribed harassment will be investigated in a timely, objective, and thorough manner as confidentially as possible. All employees are expected to cooperate fully in any investigation. If it is determined that prohibited harassment has occurred, the appropriate corrective action, up to and including termination of employment of the offending employee, will be taken along with any additional steps necessary to prevent further violations of this policy.

Protection against Retaliation

Neither the Company nor the law tolerates any form of retaliation against any employee who opposes discrimination or prohibited harassment, makes a complaint, or participates in any manner in an internal investigation or an investigation, proceeding, or hearing conducted by a state or federal agency or court. If you believe that you have experienced or witnessed retaliation, you should immediately report your concern to the Striim HR. Any employee who engages in retaliation will be subject to disciplinary action, up to and including termination of employment, as well as possible legal consequences.

Standards of Performance and Conduct

Like other organizations, we require order and discipline to succeed and to promote efficiency, productivity, and cooperation among employees. For this reason, we think it is helpful to identify some examples of types of conduct that are impermissible and will lead to disciplinary action, including but not limited to immediate discharge:

- Refusing to accept work assignments or refusing to perform tasks assigned by a supervisor in the appropriate manner.
- Refusing to follow your manager's or any other person's (who has the authority to assign work) work instructions or directions or engaging in insubordination.
- Conducting personal business, including outside employment, on working time or with Company equipment, supplies, materials, or products, without management approval.

- Possessing or using illegal weapons, dangerous or unauthorized materials, liquor (unless authorized), or illicit drugs in the workplace.
- Sleeping or being impaired by alcohol, illegal drugs, or intoxicants while on Company property, while on duty, or while operating a vehicle or potentially dangerous equipment leased or owned by the Company.
- Falsifying information, including time or expense reports; intentionally “punching” another employee’s time card; removing or destroying any time-keeping record without authorization.
- Damaging, destroying, removing without authority, or failing to return any property (physical or intellectual) belonging to the Company, fellow employees, customers, or anyone on Company property.
- Fighting, horseplay, practical jokes, or other unsafe conduct that could endanger any employee, contractor, customer, or vendor of or visitor to the Company.
- Violence, threats of violence or intimidation, bullying, or coercing any employee, contractor, customer, or vendor of or visitor to your Company, including by use of abusive or vulgar language.
- Engaging in any unlawful harassment or discrimination against a co-worker, customer, or vendor.
- Engaging in illegal activities or conduct that poses a health or safety hazard, including smoking in non-smoking areas.
- Soliciting or accepting gratuities from customers or vendors.
- Holding unauthorized gatherings in work areas during working time, or admitting unauthorized persons into the work place, unless allowed to do so by law.
- Releasing without authorization Confidential Information as defined in this Handbook.
- Violation of any Company rule, practice, or policy, including any policy in this Handbook.
- Unsatisfactory performance of job duties.

As already noted, the above is not a comprehensive list of all types of impermissible conduct and performance, and nothing in this Handbook alters the Company’s right to terminate employment of its employee without cause, subject to applicable law.

Code of Business Ethics and Conduct

The Company has a responsibility to conduct its business in strict compliance with all applicable laws and regulations, and it is the Company’s policy to do so. The Company therefore expects employees to act in accordance with the highest standards of business ethics both on and off Company premises, to avoid any appearance of impropriety, and to observe all applicable laws and regulations while conducting business on the Company’s behalf.

You are expected to abide by the spirit as well as the letter of this Handbook. You are also expected to cooperate with any inquiries or investigations concerning a possible or suspected violation of this Handbook. Any employee’s failure to fulfil his or her responsibilities under this Handbook may result in disciplinary action, up to and including immediate termination of employment.

Ethical Standards

The Company is committed to conducting business in a fair and open manner within the spirit and letter of the law, with the highest regard for customers, the community, and employees. The Company's success depends not only on the knowledge, skills, and abilities of employees, but also on their performance of work with sound judgment, self-discipline, common sense, and integrity. As such, all employees are required to maintain and uphold the following common ethical standards, in all aspects of their work:

- To pursue Company objectives in all of your work in a manner that does not conflict with the integrity of the Company or the public interest;
- To be truthful and accurate in performing job functions;
- To protect Confidential Information as defined in this Handbook;
- To observe all laws, regulations, ordinances, and rules applicable to the operation of the business;
- To maintain honest and fair relationships with all Company vendors;
- To ensure quality and value in the Company's products/services and relationships with customers and vendors; and
- To avoid, any situations that may engender any conflict between the personal interests of employees and the exercise of discretionary decisions on behalf of the Company, during the course of your employment.

Conflicts of Interest

The Company insists on the undivided loyalty of all employees, including management and non-management staff, in the performance of all job functions. Therefore, employees must not engage in any conduct, and must avoid situations, that would create an actual or potential conflict of interest in performing your job or create the appearance of such a conflict.

Conflicts of interest arise in work situations when an employee's personal activity or personal interest is contrary to the interests of the Company. These personal activities or interests may influence the employee's judgment, causing the employee to make decisions on behalf of the Company based upon the potential for personal gain, rather than in the best interests of the Company.

To prevent conflicts of interest, the following behaviour is deemed unacceptable and unethical, except to the extent the law provides otherwise:

- Receiving or giving of merchandise, money, services, travel, accommodations, or lavish entertainment that might appear to have been given to influence a business decision. Gifts offered or received at any time in your capacity as an employee or representative of the Company that are of more than minimal or token value shall not be accepted and shall be returned to the sender with an appropriate explanatory note or letter.
- Maintaining personal, business, or financial relationships with a customer or vendor where the employee has control or influence over the Company's relationship with that customer or vendor. For example, employees should not borrow from or lend personal funds to a customer or vendor of the employee's division.
- Using information developed or learned on the job for personal or familial benefit. This includes the use of Company databases, financial information, and intellectual property.

- Maintaining outside directorship, employment, or political office that might appear to or actually conflict or compete with an employee's responsibilities.
- Conducting Company business with or using position or authority to influence the Company to conduct business with, family members.
- Unauthorized sharing of Confidential Information, as defined in this Handbook, or proprietary Company-related information with business associates or representatives of other companies.

The list above serves only to illustrate sources of possible conflicts of interest and does not constitute a complete list of all the situations that may result in a conflict of interest. Ultimately, it is the responsibility of each employee to avoid any situation that could affect his/her ability to judge situations independently and objectively on behalf of the Company, and any situation that could even appear to be a conflict of interest. It is important to note that under certain circumstances, conflicts of interest can amount to violations of criminal law. Any doubts should be resolved in a discussion with Striim HR.

Employment of Relatives and Significant Others

To avoid conflicts of interest and to promote stability and goodwill in the workplace, we usually do not hire or transfer relatives into positions in which they supervise or are supervised by another close family member. We also try to avoid placing them in positions in which they work with or have access to sensitive information about family members. The same general considerations apply if two employees marry or become involved in a domestic-partner relationship. If a supervisory, security, morale, safety, or other conflict results from the relationship, we reserve the right to use our discretion in hiring and placing employees in a manner designed to avoid these concerns. One of the employees may be transferred or, if necessary, terminated to resolve the situation.

The term "relatives," as used in the preceding paragraph, refers to a spouse or domestic partner, parents, legal guardians, siblings, children, grandparents, grandchildren, or current in-laws and anyone with whom you are involved in an intimate relationship. Natural, step or adopted relationships are included in this definition. In addition, if a conflict or appearance of a conflict arises because of a dating relationship, at our sole discretion, the conflict may be resolved by transfer of one or both employees or termination of employment. There may be other considerations or restrictions based on job requirements and situations specific to the Company. Check with the Striim HR for clarification.

Recognizing & Reporting a Conflict

It is essential that all employees pay close attention to possible violations of the policy for Business Ethics and Conduct, whether they occur because of an oversight or intention. Any employee who is aware of possible violations should notify his or her manager or Striim HR. If you are not sure whether there is an ethical problem, it is better to ask.

Here are some signs to watch for:

- You feel uncomfortable about a business decision, or about something you have been asked to do at work.
- You have witnessed a situation involving a business decision that made you or someone else feel uncomfortable.
- You feel that the Company would be embarrassed, or face legal implications, if a business conflict were revealed to the public.

Endorsements and Solicitations

To avoid disruption of operations, employees may not solicit or distribute material for any cause or purpose during their working time (which does not include rest periods, meal periods, or any other times when employees are properly not engaged in performing their work tasks) or during the working time of the employee being solicited or receiving the material. No employee should imply endorsement by the Company for a particular product or service without proper authorization.

Information Security

All Employees must read the [Striim Information Security Policy document](#), and adhere to all of the policies, processes, and procedures described therein

Confidential Information

As an employee, you may learn information that is not known by the general public. You may have access to confidential or proprietary information regarding the Company, its vendors, its customers, or perhaps even fellow employees. Confidential or proprietary information includes, but is not limited to business plans, strategies, budgets, projections, forecasts, financial and operating information, business contracts, databases, financial and account numbers, medical information, customer and vendor information, advertising and marketing plans, proposals, training materials and methods, and other information not available to the public.

Regardless of whether information is specifically marked as confidential, it is each employee's responsibility to keep Confidential Information in confidence (except as otherwise allowed, if at all, by applicable law). You must not use, reveal, or divulge any such information unless it is necessary for you to do so in the performance of your duties (or except as otherwise allowed, if at all, by applicable law).

Generally, access to Confidential Information should be granted/provided/given on a "need-to-know" basis and must be authorized by your manager/as per Company policy.

If you improperly use or disclose any of the Company's Confidential information, you will be subject to disciplinary action, up to and including termination of employment, regardless of whether or not you receive any benefit from the use or disclosure.

If you have a question regarding whether or not the information you seek to communicate is considered Confidential Information, speak to your manager/.

Employment and Income Verification Requests, References, and Other Requests by Third Parties for Company Information

No employee, other than the Striim HR is authorized to release references for current or former employees on behalf of the Company. The Company will disclose only the dates of employment and title of the last position held in response to reference or employment verification requests. If an employee authorises disclosure in writing, the Company will also provide the amount of salary or wage last earned.

Also, you may be approached for interviews or comments by the news media, analysts and/or customers/vendors on events and issues that impact the Company. Only specifically designated employees may provide responses on behalf of the Company. If you are unsure who should respond to a request for a statement by a Company representative, contact Striim HR immediately.

Company-Furnished Equipment or Materials

You are responsible for taking good care of the equipment or materials furnished to you by the Company, which remain Company property and should only be used for legitimate Company business.

All items such as manuals, reports, records and statements are the property of the Company and are to be kept at the Company's place of business, unless removal has been properly authorized. Unauthorized removal of any Company property (or that of another employee) is considered a grave offense, and may result in serious consequences, regardless of seniority or past performance.

Employees must return any Company equipment, materials or Confidential Information in their possession upon termination of employment or immediately upon any request by the Company.

Personal Property

We try to ensure your workplace is secure, but we cannot be responsible for your personal belongings. You are responsible for preventing theft, loss, or damage to your personal items, and for that reason we ask that you store and use them safely and securely.

In connection with an investigation into alleged violations of Company rules, the Company reserves the right to search Company property such as desks, cabinets, or other storage areas and inspect items found inside such areas for missing property or for items such as drugs, alcohol, prohibited weapons or other contraband. Employees should have no expectation of privacy in Company desks, cabinets or other storage areas. The Company reserves the right to remove, retain and disclose the contents found during an inspection. Only locks and keys issued by the Company may be used for securing Company provided desks and other storage devices. The Company also reserves the right to inspect any and all packages and parcels entering and/or leaving our premises.

Travel Authorization

Any travel on Company business must first be authorized by your manager, who can answer questions regarding the Company's travel policies. When using your personal, Company, or a rented vehicle on Company business, you must have in your possession a valid driver's license and you must have obtained liability insurance covering both bodily injury and property damage. The Company's specific mileage allowance and reimbursement schedule will determine reimbursement for travel expenses.

Termination

Unless otherwise specifically agreed between the Company and the employee, your employment may be terminated by the Company in writing by giving you 2 (two) months' notice or wages there thereof. Your employment can be terminated for cause without any notice or wages thereof.

Subsequent to or on termination of employment, employee will immediately surrender to the Company all correspondence, specifications, formulae, books, documents, effects, market data, cost data, drawings or records etc. belonging to this Company or relating to its business and shall not retain or make any copies of these items.

If an employee is found guilty by a court of law of a criminal offence, the Company may terminate the employment without notice if the Company in its absolute discretion considers the offence to be of a nature incompatible with the employee's further employment with the Company.

Further, the Company may also terminate the employment of an employee without notice if, amongst others, the employee is or has been subject to any legal proceeding, which the Company, at its absolute discretion, considers will adversely impact the image or business of the Company and/or its group company(ies).

Background

The Company may seek information such as previous employer, salary at previous jobs, litigations against a person from prospective employees at the time of recruitment. It may also seek information

such as latest address, criminal records and cases pending against an employee, during the course of employment. Such information is relevant for the Company's image and business.

You have agreed to such background check. If at any time it emerges basis a background check or otherwise that the particulars furnished by you at the time of making an application for employment with the Company or otherwise as requested by the Company during the course of your employment are false/incorrect or if any material or relevant information has been suppressed or concealed, your appointment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice. This will be without prejudice to the right of the Company to take disciplinary action against you for the same.

Prohibition Against Retaliation

If an employee or applicant believes that he or she has been retaliated against for disclosing information regarding misconduct under the Handbook, he/she should file a written complaint with the Striim HR. It is Company's policy to encourage employees to come forward with any safety, ethical, or legal concerns. Retaliation against those who bring forward these types of related concerns or complaints will not be tolerated.

Violation of the Handbook

Violations of this Handbook will be grounds for discharge or other disciplinary action, adapted to the circumstances of the particular violation. Disciplinary action will be taken against individuals who authorize or participate directly in a violation of the Handbook. Disciplinary action also may be taken against any of the violator's managerial superiors, to the extent that the circumstances of the violation reflect inadequate supervision and leadership by the superior.

Compliance with the Handbook will be considered in the evaluation of each individual's overall performance.

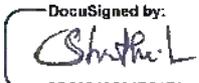
ACKNOWLEDGMENT

I have received a copy of Striim Engineering Services India Private Limited's (*Striim India*) Employee Handbook (*Handbook*) for use by employees of Striim India and acknowledge my obligation to read its contents. I understand that the Handbook is intended to provide an overview of Striim India's policies and procedures and does not necessarily represent all such policies and procedures in force. I further understand that Striim India reserves all legal rights to add, change, or rescind any policy, plan, or practice, including employee benefit plans, at its sole discretion, at any time, with or without notice. I acknowledge that I have read and agreed to abide by and uphold the policies detailed in this Handbook.

AGREED AND ACCEPTED

Sruthe Loganathan

Employee Name

DocuSigned by:

2D88818501B34FA
Employee Signature

Date 12/19/2021

LETTER OF REFERENCE

Internship Completion Certificate

Bosch Global Software
Technologies Private Limited
(CIN:
U72400KA1997PTC023164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.boschsoftwaretechnologies.com

Date: 08.08.2022

This is to certify that **Sivasampath B (E.No : 34533693)** from **Coimbatore Institute of Technology**, has carried out an internship on “**AGRI IOT PROJECT**” from **24-01-2022** to **31-05-2022** under the guidance of **Rathinavel Arunachalam (EKI)**.

We appreciate your valuable contribution and wish you success in your future endeavours.

Bosch Global Software Technologies Private Limited.

Digitally signed by pki,
BOSCH, APAC, M, A,
MaheshKishore.Punjabi
Date: 2022.08.08
21:23:48 +05'30'

Mahesh Kishore Punjabi
Senior Project Manager
Human Resource

July 28, 2022

INTERNSHIP COMPLETION LETTER

This is to certify that **Mr. Subhash Bathrasamy** (Intern Code: CLI229) has successfully completed his Internship in the **Technology** Department under the guidance of **Mr. Muthukumar - Director of Engineering** - at **CaratLane Trading Private Limited**, at our **Chennai Office**. The duration of this Internship was from 05th Jan, 2022 to 14th Jun, 2022.

His performance was good during the Internship.

We wish him all the best in his future endeavours.

For **CaratLane Trading Private Limited**



Ashok R

Senior Manager - HR.

CaratLane Trading Private Limited
(A subsidiary of Titan Company Limited)

Reg Office : 2nd, 3rd & 4th Floor, #32, Rutland Gate 2nd Street, Khader Nawaz Khan Road, Nungambakkam, Chennai 600 006; Tel : 044-4293 7944

Corp office : # 701, 7th Floor Aakruti Star Building, MIDC Central Road MIDC, Andheri East-Mumbai - 400 093. Tel : 022-4293 0360

Corp office : # F-41 second Floor, south Ex part 1, New Delhi - 110 049

CIN: U52393TN2007PTC064830 | www.caratLane.com | Toll-Free No : 1800-102-0103



18-Jan-2022

Suwetha S
B.E. Computer Science
Coimbatore Institute of Technology, Coimbatore

Dear Suwetha S,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

BHARAT FIH LIMITED

Date: 21st Jun 2022

To,

The HOD,

Coimbatore Institute of Technology,

Coimbatore.

Sub: Internship Completion Letter

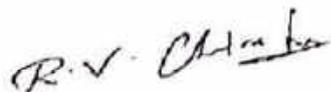
Dear sir/madam

This is to inform that Ms. Varsha K currently Pursuing BE (Computer Science) at Coimbatore Institute of Technology, Coimbatore has successfully completed her Internship at Bharat FIH Limited from

01 Mar 2022 to 21 Jun 2022.

During her Fieldwork & Internship, she was exposed to various functions and processes in the R&D Department. We found her extremely good and hardworking. Her association with us was very fruitful and we wish her all the best in her future endeavors.

For Bharat FIH Limited



Authorized Signatory Name: Chandrakumar R V

Designation: Deputy Manager - HR



Internship (Final Year Project) & Employment Offer Letter

Date: September 27, 2021

Dear Aamir Farooq,

StartSmart Labs India Private Limited (the “Company”) is pleased to offer you internship and employment with the Company on the terms described below.

The below employment offer is subject to realization on your successful completion of your final year project with us and course degree before the joining date with the organization.

1. Position. Further to your internship completion you will start in a full-time position as **Site Reliability Engineer** and you will initially report to the Company’s Director, **R.Narayanakumar** or such other person as communicated to you from time to time. You will primarily be stationed at Chennai, India, or at such other place in accordance with the needs and requirements of the Company from time to time.

2. Compensation and Employee Benefits.

You are expected to start your Final year project (internship) with us on or before January 24, 2021. You will have to pursue the project at our office, which is subject to the pandemic conditions. Your stipend during your internship will be **Rs.15000/- (Rs. Fifteen Thousand Only)**

On successful completion of your internship and degree, In consideration of the employee duties to be performed by you hereunder including abiding by the provisions in clause 4 below, you will be paid a salary of **Rs.7,50,000/-(Rupees Seven Lakhs and Fifty Thousand only) per annum** payable on the Company’s regular payroll dates, which may be reviewed from time to time as per the discretion of the Company. You will be entitled to other benefits including gratuity, leave, personal accident insurance, mediclaim for self spouse and dependent children and others as may be applicable as per the policy and procedures of the Company and in accordance with applicable laws.

You are expected to start your Final year project with us on or before January 3, 2022. You will have to pursue the project at our office, which is subject to the pandemic conditions

Your services are liable for termination by either party giving two (2) month's notice in writing provided no notice is necessary in the event of termination by the Company on account of misconduct.

3. Confidential Information and Invention Assignment Agreement. Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's enclosed standard Confidential Information and Invention Assignment Agreement (if you have not already done so previously). You agree that the compensation payable to you in clause 2 above is valid and adequate consideration to abide by the terms contained therein.

4. Employment Relationship. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all rights and remedies, the Company shall have the right to withdraw this offer or in case of such discovery occurring after you joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

Any contrary representations which may have been made to you are superseded by this offer. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time which will be communicated to you, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company's Chief Executive Officer.

5. Other duties and covenants. You understand that the Company's computer network is the property of the Company and may only be used for legitimate business purposes. You have a responsibility to use the Company's computer resources and the Internet in a professional, lawful and ethical manner and you will keep the Company indemnified against any losses it may suffer in the event that you do not. You will at all times perform your duties, and act in a manner and devote all your efforts and time to promote the interests of the Company and its operations and activities and shall work for such hours as may be required by the Company for the proper, efficient and diligent performance of your duties hereunder. This appointment is subject to the adherence to the conditions of this letter and the Company's policies and procedures.

6. Outside Activities. While you render services to the Company, you agree that you will not engage in any other employment, consulting or other business activity without the written consent of the Company. In addition, while you render services to the Company, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees, existing or potential clients or consultants, directly or indirectly, of the Company.

7. Tax Matters. All forms of compensation referred to in this letter are subject to applicable withholding and payroll taxes. You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company, the Parent Company or either of their officers, directors, employees or agents related to tax liabilities arising from your compensation.

8. Entire Agreement. This letter supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter.

9. Governing Law and Jurisdiction. The validity, interpretation, construction and performance of this Agreement shall be governed by the laws of the Republic of India and any legal action, suit or proceeding brought by it in any way arising out of this Agreement, must be brought solely and exclusively in the Courts of Chennai, Tamil Nadu, India alone and no other courts shall have the jurisdiction to entertain and try matters relating to or arising from and out of the terms of this Agreement.

[Signature Page Follows]

If you wish to accept this offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Confidential Information and Invention Assignment Agreement and return them to me. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

As required, by law, your employment with the Company is also contingent upon your providing legal proof of your identity (copy of your PAN card and passport) and qualifications. The Company reserves the right to carry out reference verifications or background checks prior to you joining the Company or during the course of your employment with us. You understand and acknowledge that this is a requirement for your employment and you shall not raise any objection whatsoever to the said background checks or reference verifications. By signing this letter you grant your unqualified consent to the Company to provide and/or share all the personal information provided by you to the Company from time to time, including for avoidance of doubt sensitive personal data and information, for the purpose of employment with the Company, with any third party for conducting the reference checks, payroll management or for any other lawful purpose.

This offer, if not accepted, will expire at the close of business on September 29, 2021. We look forward to having you join us for the internship on January 3, 2022

Very truly yours,

STARTSMART LABS INDIA PRIVATE LIMITED

A handwritten signature in black ink, appearing to read "R. Narayanakumar", written in a cursive style.

Name: R. Narayanakumar
Title: Director

ACCEPTED AND AGREED:

I confirm that I have read and understood the whole of this document, that I have been given and have read a copy of the Confidential Information and Invention Assignment Agreement of which, together with this document, sets out (or refers me to other documents which set out) the particulars of my employment and that I understand and agree to the terms and conditions of my employment. I also understand that, in offering me employment, the Company has relied on the information given by me to the Company in applying for employment and I hereby grant my unqualified consent to the Company to provide and/or share all the personal information provided by me herein and from time to time, including for avoidance of doubt sensitive personal data and information, for the purpose of employment with the Company, with any third party for conducting the reference checks, payroll management or for any other lawful purpose. I also understand that this offer of employment is conditional on and may be withdrawn if either condition is not satisfied.

Aamir Farooq
(PRINT EMPLOYEE NAME)



(Signature)

27-Sep-2021

Date

Tentative Joining Date: Internship: 03- Jan-2022 Employment June-2022

05 August 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Abinaya Chithiraikannu** has successfully completed the Internship from **24 January 2022 to 14 July 2022** with our organization in the **Technology** Department, as a part of curriculum.

During the internship, we found **Abinaya** to be sincere, eager to learn, hardworking and conscientious.

We Wish **Abinaya** all the best in all future endeavours.

For Nearby Technologies. Pvt. Ltd.



Mr. Gitesh Karnik

Chief People Officer.



Nearby Technologies Private Limited

IAB, Arena House, Road No.12, MIDC, Andheri (E), Mumbai - 400093.

Tel: +91 22 68605858 CIN : U74999MH2016PTC280037

Make financial services available to everyone, everywhere



September 5, 2021

R Aiswarya

37,Dharapuram road,Udumalpet,Tirupur-642126

Dear **R Aiswarya**,

We are pleased to offer you a career opportunity with Tekion India Private Limited as **Intern**. The terms and conditions of our offer are set out in this letter:

Your internship starts from January 2022 to June 2022 and you will be paid an internship stipend of INR 50,000 (Fifty Thousand only) (Subjected to TDS) per month.

The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Appointment

You have been made an offer as **Intern**

(i) The place of employment shall be Bangalore and the normal office timings will be from 9:30AM to 6:30 PM. However, depending on the time constraint within which the Company may have to provide services to its clients, you will undertake to make yourself available in respect of the business of the Company during such times.

(ii) You may also be transferred, seconded or deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time. In such cases of transfer, you will be governed by the relocation policies and policies of the Company existing at that time.

Policies, Procedures, Rules & Regulations

You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.

You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

Leave and Holidays

You will be eligible to the leaves and holidays in accordance with the policy of the Company as may be declared from time to time.

Duties and Responsibilities

You shall perform the duties and undertake responsibilities within the mandate of work place and office policies of the Company, as modified from time to time, at the discretion of the Company, and shall use sincere and dedicated efforts to effectively carry out all duties and responsibilities assigned to you by the manager/supervisor and others authorized by the Company to assign such duties and responsibilities.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be

TEKION

engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.

Employee Invention Assignment and Confidentiality Agreement

As a condition of your employment with the Company, on or prior to joining, you will be required to execute with the Company, an Employee Invention Assignment and Confidentiality Agreement, as per a draft provided by the Company. The Company reserves the right to terminate your employment in case of any breach or non-compliance on your part of the terms of such agreement.

Sensitive and Personal Data or Information

The Company may, in connection with your employment, collect sensitive personal data or information (“**SPDI**”) relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By accepting our offer, you expressly consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company’s worldwide organisation and to third parties where disclosure to such third parties is required in the normal course of business or by law; (iii) that you shall have read and understood the Company’s privacy policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof; (iv) use of your personal images and voices in marketing material, videos, etc.; and (v) treating any personal data to which you have access in the course of your employment strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

Non-Disparagement

During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

Terms of Termination of Employment

Following the successful completion of your probationary period, either party can terminate this employment by serving a notice of one month on the other. The Company may, at its sole option, pay salary in lieu of the notice period to terminate employment with immediate effect.

The Company reserves the right to terminate your employment immediately without notice or payment in lieu of notice if you are found guilty of misconduct or negligence or have committed any breach of the terms and conditions of this offer.

Consequences of Termination of Employment

You hereby agree that upon termination of this Agreement by either of the Company or you, you shall return all the properties belonging to the Company in its possession as per the instructions of the Company and hand over charge to the designated representative of the Company. You also agree that failure to return the property of the Company upon termination shall be deemed to be criminal breach of trust.

Governing Law and Jurisdiction

Your employment with the Company shall be governed and construed in accordance with the laws of India. The Company and you irrevocably submit to the exclusive jurisdiction of competent courts situated at Bangalore and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

This offer of employment and your commencement and continuation of employment with the Company is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.
- (b) Company’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history; and

- (c) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment.

Any false information provided by you or at your request may result in the Company's withdrawal of this offer or immediate termination of your employment with no payment in lieu of notice or any other compensation to you.

We are pleased to have you as a member of the Company, and we look forward to working with you. We hope you will find the Company a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign, and return one copy of this offer letter along with the signed Tekion Confidentiality Information and Inventions Assignment Agreement. This offer expires five days from the date of this letter. If you do not accept or start by the required date, Company reserves the right to withdraw this offer of employment.

You are required to treat this offer letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys, and accountants) without our prior written consent.

Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Team.

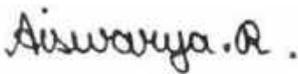
For detailed information regarding policies, please reach hr@tekion.com.

Best regards,

Sowmya Malliah
Director - Human Resources, Tekion India Private Limited

ACCEPTANCE

I have read, understood, and accept the terms and conditions of this above offer of employment including the compensation package relating to my employment with Tekion India Private Limited. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.



Employee Signature

11-09-2021

Date

Aiswarya R

Employee Name

Ms. Atchaya S

No.43, Atchaya Vihar, Natraj Nagar,
II Main Street, P and T Colony,
Kavundampalayam, Coimbatore
Tamilnadu - 641030

Dear **Atchaya,**

With reference to our recent discussions, we are pleased to offer you an opportunity to work with Akamai Technologies India Pvt. Ltd ("Company") as an Intern, under following terms and conditions:

1. You will start providing your services to the Company from **12th Jan 2022**. The Company may require you to provide services to various location/s, department, establishment, or branch, or any subsidiary, associate, or affiliate of the Company, and in such capacity as the Company may from time to time determine.
2. The term of this internship arrangement will be **Six Months** ("Term") from the date mentioned in paragraph # 1 above unless terminated prior to the end of the Term.
3. For the services rendered during the Term, you will receive a consolidated all-inclusive stipend **INR 35,000/- (Rupees Thirty-Five Thousand only)** per month, subject to tax to be deducted at source by the Company.
4. Your internship fee is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background, professional merit and the services that you will be providing to the Company. We expect you to maintain this information as personal and strictly confidential.
5. As an intern, you are expected to work required number of hours/shift as scheduled by your Supervisor including night shift.
6. You will be required to produce satisfactory proof pertaining to your educational qualifications and work experience to the HR Department.
7. The Company prides itself on maintaining the highest order of ethical conduct in its dealings with customers, suppliers, agents, and governments. As part of your internship arrangement with the Company, it is important that you fully understand this philosophy and the Company's policies as may be applicable to you.
8. If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated at the Company's sole option.

9. You shall devote yourself to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your internship services with the Company.
10. If you devise any methods of improving processes, formulae, or systems in relation to the operation of the Company, you will fully communicate such developments to the Company and they will be and remain the sole right/property of the Company. Upon acceptance of our offer, you will be required to execute a Non Disclosure Agreement with the Company.
11. You will not, at any time, disclose Company confidential information to anyone without written approval from the Company. You will sign Confidentiality and Non Disclosure Agreement prescribed by the Company, which elaborates and perfects this requirement.
12. During the Term (including any extensions), your services may be terminated for any reason by you or by the Company by giving the other not less than Seven (7) days' written notice or compensation in lieu thereof. The Company also reserves the right to terminate the engagement under this letter with immediate effect and with or without any prior notice in situations of breach of agreement or policies, or insubordination of duties, or misconduct, on your part.
13. You hereby agree and undertake that during the Term and for a period of six months thereafter, you shall not, directly or indirectly, solicit employment of any of the Company's existing employees or any person who was employed by the Company within six months prior to such solicitation to terminate his or her contract or relationship with Company nor shall you contact any of the existing or prospective clients or customers of the Company.
14. This internship arrangement letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings. Subject to arbitration, you hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Bangalore and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.
15. All disputes between the parties under this internship arrangement will be referred to arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996. All hearings shall be held in Bangalore and the language of the arbitration shall be in English.
16. It is hereby clarified that your relationship with the Company will be purely that of an intern wherein the Company will be paying a stipend for the services rendered by you. The Company is neither liable nor obligated for any employment-related payments on your behalf.

Please communicate your acceptance of this letter by placing your signature with date and returning the duplicate copy to the undersigned. Please note that our offer is valid for a period of 2 days from the date of this letter. The offer shall lapse automatically unless you confirm your acceptance of it within such time.

For **Akamai Technologies India Pvt. Ltd.**



Shiva Sundar
Director- Human Resources

INTERNSHIP'S ACCEPTANCE

I have read and understood the above terms and conditions of my internship services at Akamai Technologies India Pvt. Ltd. I promise to abide by the above terms and conditions of my internship services fully and without reservation. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Intern: S. Atchaya S. Atchaya **Date:** 31.12.2021
Name Signature

12-Aug-22

Internship Completion Certificate

This is to certify that **Dineshkanna M** has successfully completed his Internship with **Cyware Labs India Private Ltd** from **10-Mar-22** to **21-Jun-22**. During his tenure we found him to be sincere, hardworking, technically sound and result oriented, he worked well as part of a team during his tenure.

We thank Dineshkanna M for his contributions and take this opportunity to wish him success in all his future endeavours.

For **Cyware Labs India Private Ltd,**

Prerna Kohli,
Director Human Resources.



June 24, 2022

Internship Certificate

This is to certify that **Hema D** was working with us from **January 12, 2022** to **June 24, 2022** as **Intern**.

We would like to remind you of the obligations of the confidentiality and non-disclosure agreement you signed during your internship with the company.

We thank you for your contributions to the company and wish you all the best in your future career endeavors.

for **Akamai Technologies India Pvt Ltd.**

A handwritten signature in blue ink, appearing to read "M.B. Sunil Nanaiah", with a large, stylized flourish.

Sunil Nanaiah MB
Manager - HR Operations

Amazon: IND: Congratulations! 3009



Student Connect - APAC - shonp1@gmail@server.com | [Unsubscribe](#)

Mon, 20 Sept, 11:52

Hi Kesavara!

Congratulations on your internship offer!

Below are the details of your offer:

Title	Work Location	Stipend per month in INR	Internship Start date	Internship End Date
Programmer Analyst Intern	HYD13	50000	Jan-22	Jun-22

Request you to complete [this survey](#) by **September 27, 2021**

Please note that we have listed all mandatory documents required for on-boarding here ([Mandatory docs](#)), you can contact us at studentconnect.apac@amazon.com for queries or concerns.

Thanks,

Amazon Student Programs

Follow this link to the Survey:

[Take the Survey](#)

Or copy and paste the URL below into your internet browser:

https://amazonapacmail.ses.com/india/INDV_4Y115evs8w5W187Q_D1-54w08wW179h_4Y115evs8w5W187Q_MLRP_106w4NEK2C1nR18Q_C0L-smail

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LETTER OF REFERENCE

Bosch Global Software
Technologies Private Limited
(CIN:
U72400KA1997PTC023164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.boschsoftwaretechnologies.com

Internship Completion Certificate

Date: 16.07.2022

This is to certify that **Khartikesh K, (E.No : 34533684)** from **CIT, Coimbatore**, has carried out an internship on “**Automation**” from **24-01-2022** to **31-05-2022** under the guidance of **Kulandhaivelan Subramanian (MS/ETW3-2WP)**.

We appreciate your valuable contribution and wish you success in your future endeavours.

Bosch Global Software Technologies Private Limited.

pki, BOSCH,
APAC, M, A,
MaheshKishore.P
unjabi

Digitally signed by pki,
BOSCH, APAC, M, A,
MaheshKishore.Punjabi
Date: 2022.07.18
00:35:21 +05'30'

Mahesh Kishore Punjabi
Senior Project Manager
Human Resource

24th December 2021

Dear Kishorekumar,

Congratulations to you!

We are delighted to offer you an Internship!

Date of Joining: 7th February

Internship Period*: 6 months

Stipend: Rs 28,000/ per month

Duties and Responsibilities: Will be assigned by the Reporting manager.

Office location:

You will be on boarded at the Coimbatore Office and will continue to work in Coimbatore. As and when the situation changes, we would be incorporating work from home or a hybrid work model based on other deciding factors.

We are confident you will be able to make a significant contribution to the success of our AppViewX and look forward to working with you.

Upon successful completion of your Internship and graduation, you will be converted into a full time employee and your CTC at that point will be Rs. 1050000 per Annum.

** The internship period will be defined & set by the Manager/BU Head. It could be extended based on individual performance and your availability. You are eligible for 1 Casual Leave per month which will get lapsed if not utilized within the month. You are entitled to work 8 hours a day, 5 days a week (Monday to Friday). You are required to complete the given internship period. In case of mutual agreed exit, you need to serve 30 days of notice period.*

For AppViewX Private Limited,



Nivrutha Sampath

Vice President – HR

Acceptance

I hereby declare that I have read, understood and accept the above intern offer dated **24-December-2021** extended to me and confirm to join AppViewX Private Limited.

Name: KishoreKumar

Signature:

DocuSigned by:

391905079539433...

AppViewX Private Limited

Module No-107, 1st Floor, ELCOSEZ,

Tidel Park, Coimbatore – 641014

CIN No: U72900TZ2016FTC027936

+91 (422) 236 6100

+91 (422) 251 0377

info@appviewx.com

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

December 20, 2021

Mr. Krishnaraj Jayachandran
7, Poosari Mariappan Street,
Ramanathapuram,
Coimbatore, - 641 045

Dear Krishnaraj,

CONTRACT FOR INTERNSHIP (“INTERNSHIP CONTRACT”)

With reference to our discussions, we are pleased to offer you an internship with Striim Engineering Services India Private Limited (“**Company/ Striim**”).

Your internship will commence on January 03, 2022 (“**DOJ**”) and will continue up to July 08, 2022 (“**Term**”) as per the terms and conditions outlined here-in-below:

1. During your internship, you will report to Mr. Sampath Kumar Narayanan
2. You will be paid a monthly stipend of Rs. 40,000/- (Rupees Forty Thousand). All payments made to you will be subject to legal and statutory deductions including on account of tax and any additional legal or statutory deduction that may be applicable on the DOJ or introduced subsequently during the term of your internship. Subject to the Company being satisfied, in its sole discretion, with your performance during the Term, you will be employed with the Company. Your terms of employment will be governed by an offer of employment that the Company will issue to you separately along with this Internship Contract.
3. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
4. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
5. You will be required to adhere to the norms of office discipline as practiced in the Company and as set out in rules and regulations/policies implemented by the Company from time to time, applicable to you. The Krishnarajd rules and regulations/policies are subject to such changes and modifications, from time to time, as Striim may deem appropriate.
6. You will be required to attend office for at least 8 hours a day from Monday to Friday.
7. During your internship, you must not engage, directly or indirectly, in business or be a shareholder, or be in a post or be a consultant to any person, division or juristic person which engages in the same or similar business operation as Striim.
8. You will be responsible for the safe keeping and the return, in good condition and order, of all property of Striim, which may be in your use, custody and charge at any time.
9. (a) At all times during and after your internship with the Company, you will hold in

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

confidence and will not disclose, use, lecture upon, or publish any of Company's Confidential Information (*defined below*), except as may be required in connection your internship, or as expressly authorized by the Chief Executive Officer (the "CEO") or any Managers (the "Managers" and together with the CEO, each an "Authorizing Person" and collective the "Authorizing Persons") of the Company. You hereby assign to the Company any rights you may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of Company and its assigns.

- (b) You understand that your work for the Company will involve access to and creation of confidential, proprietary and trade secret information and materials of Company (or its affiliates, licensors, suppliers, vendors or customers) (collectively, "**Confidential Information**"). Confidential Information includes, without limitation, any and all confidential knowledge, data or information related to Company's business or its actual or demonstrably anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, computer source and object code, data, formulae, programs, other works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans, budgets, financial statements, contracts, prices, suppliers, and customers; (iii) information regarding the skills and compensation of Company's employees, contractors, and any other service providers of Company; or (iv) the existence of any business discussions, negotiations, or agreements between Company and any third party.
- (c) You also understand that that Company has received and, in the future, will receive from third parties confidential or proprietary information ("**Third Party Information**"), subject to a duty on Company's or its affiliates' part to maintain the confidentiality of such information and to use it only for certain limited purposes. During and after your internship with the Company, you will hold Third Party Information in strict confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for Company), or use Third Party Information, except in connection with your services for Company or unless expressly authorized by an Authorizing Person in writing.
- (d) You represent that you have not entered into, and agree that will not enter into, any agreement, either written or oral, in conflict with your obligations under this Internship Contract or to the Company, unless expressed approved by an Authorizing Person. During your internship, you will not improperly make use of, or disclose, any information or trade secrets of any third party, nor will you bring onto the premises of Company or use any unpublished documents or any property belonging to any third party, in violation of any lawful agreements with any third party.
10. (a) The Company shall be the first owner of any and all intellectual property rights (including copyright) in all software and related works preceding its creation that is conceived, developed or created ("**Work Product**") by you, independently or otherwise, during the course of your internship.
- (b) You represent that you have an unqualified right to license all intellectual property

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

developed, acquired, or otherwise obtained by you prior to your internship with the Company (collectively, "**Background Technology**") or licensed or obtained by you from third parties (collectively, "**Third-Party Technology**").

- (c) If the specific identification and description of any Background Technology or Third-Party Technology would cause you to violate any confidentiality obligations, you will not identify and describe such Background Technology or Third-Party Technology with specificity, but will disclose (to the extent permitted): (i) a general identification and description of such Background Technology or Third-Party Technology (which in no event will be less than a cursory name), (ii) the owner or owners of such Background Technology or Third-Party Technology and your relationship to such owner or owners, and (iii) the specific reason that the Background Technology or Third-Party Technology is not fully disclosed.
- (d) You agree that all Work Product will be the sole and exclusive property of Company. Except for your intellectual property rights in the Background Technology and subject to Clause 10 (h) of this Internship Contract, you hereby irrevocably and unconditionally assign to Company all right, title, and interest worldwide in and to the Work Product and all intellectual property rights thereto. You understand and agree that you have no right to use the Work Product except as necessary for your internship with the Company.
- (e) Without limiting the generality of Clause 10(d) of this Internship Contract, you will have no interest in any trademark, service mark, or trade name (collectively, "**Mark**") used on or in the Work Product; Company will be the sole and exclusive owner of all right, title, and interest in and to all such Marks. Any and all use of such Marks by you will be deemed made by Company for the purposes of trademark registration and will inure solely to the benefit of Company for such purposes. You will not contest, oppose, or challenge Company's ownership of such Marks, or do anything to impair Company's ownership or rights in such Marks. You will not create, adopt, or use a corporate name, trade name, trademark, or any other designation that includes any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks. In particular, you will not register, or attempt to register, in any jurisdiction worldwide any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks.
- (f) If any intellectual property rights, including moral rights, in the Work Product, except for intellectual property rights in the Background Technology, cannot (as a matter of law) be assigned by you to Company as provided in Clause 10 (e) above, then (i) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (ii) to the extent you cannot (as a matter of law) make such waiver, you unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicensees, under any and all such rights (x) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (y) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

based on, embodying, incorporating, or derived from the Work Product, and (z) to exercise any and all other present or future rights in the Work Product.

- (g) You unconditionally grant to Company a non-exclusive, perpetual, irrevocable, worldwide, fully-paid right and license, with the right to sublicense through multiple levels of sublicensees, under all of your intellectual property rights in any and all Background Technology used or incorporated in any Work Product (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (iii) to exercise any and all other present or future rights in the Work Product.
- (h) You hereby assign to Company all of your licenses and other rights to all Third-Party Technology incorporated into the Work Product. If such rights cannot be validly assigned to Company without the consent of a third party, you will use best efforts to obtain such consent (at your expense) and will indemnify and hold harmless Company and its affiliates, employees, and agents from and against all liabilities, losses, damages, costs, and expenses (including attorneys' fees) arising from your failure to obtain such consent.
11. You will, at Company's request, (i) cooperate with and assist Company, both during and after your internship, in perfecting, maintaining, protecting, and enforcing Company's rights in the Work Product, and (ii) execute and deliver to Company any documents deemed necessary or appropriate by Company in its discretion to perfect, maintain, protect, or enforce Company's rights in the Work Product. Company will reimburse you for any reasonable out-of-pocket expenses actually incurred by you in fulfilling your obligations under this Clause 11.
12. Either Party may terminate this Internship Contract with 1 (one) week prior notice. However, Striim shall be entitled to terminate your internship during the Term without any notice for any misconduct in internship. In case of termination for any reason other than misconduct, Striim will give you a week's notice.
13. Upon termination of your internship, for any reason whatsoever, you will immediately return to Striim, any and all Confidential Information, documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to Striim that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your internship with Striim, without making any copies thereof and/or extracts therefrom. You will also deliver to Striim immediately all notes, analyses, summaries and working papers relating thereto.
14. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
15. It is understood that this internship is being offered to you on the basis of the particulars submitted by you and on your representation that you were under no-disability contractual or otherwise for applying for this internship and are under no-disability contractual or

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Mobile : +91 9789989054, Email : maha@striim.com

otherwise for entering into this Contract of Internship. However, if at any time it should emerge that the particulars furnished by you or the representation made by you are false or incorrect or if any material or relevant information has been suppressed or concealed or the agency appointed by the Company cannot get your background/particular submitted by you verified despite following its processes for verification, your appointment will be considered ineffective and irregular and would be liable to be terminated by Striim forthwith without notice. This will be without prejudice to the right of Striim to take disciplinary action against you for the same.

16. If any provision of this Internship Contract is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
17. You agree and give your consent to the Company to release your personal information to authorized third party service providers ("**Service Providers**") who are engaged by the Company to perform tasks on its behalf. Unless the Company communicates with you differently, the Service Providers do not have the right to use any personal information shared with them beyond what is necessary to work with the Company. Except as described above, the Company can release your personal information to third parties only with your consent.

Sincerely,

For and on behalf of **Striim Engineering Services India Private Limited**

DocuSigned by:
Mahadevan Lakshminarayanan

738A7E685A7A6E9
Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:
Mr. Krishnaraj Jayachandran

ED35CAA913B8430
Mr. Krishnaraj Jayachandran

Dated: 12/20/2021

INTERNSHIP AGREEMENT

This Internship Agreement (hereinafter referred to as the “**Agreement**”) is made and entered into as of **6th December 2021** at Chennai

BY AND BETWEEN

GLOBAL ANALYTICS INDIA PRIVATE LIMITED, having its registered office at Pacifica Tech Park, 101A, I Floor, No.23, Old Mahabalipuram Road, Navallur, Chennai 603103, through its authorised representative Mr. Mithun Gupta (hereinafter referred to as the “**Company**” and shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its legal representatives, executors, administrators, successors in interest and permitted assigns) of the **ONE PART**;

AND

Ms.Madhuvarshini R (PAN- GTFPM1626C), a resident of India, Daughter of **Mr. Ramasamy** resident of **No 51, KG Layout, 1st Street, NRK Puram, Tirupur - 641607**, (hereinafter referred to as the “**Intern**”, which term shall, unless repugnant to the context or meaning thereof, mean and include her authorized representatives, successors-in-interest, nominees and permitted assigns) of the **SECOND PART**.

(The Company and the Intern are hereinafter individually referred to as a “**Party**” and collectively referred to as the “**Parties**”, unless otherwise specifically mentioned)

WHEREAS:

The Company is involved in the business of Financial Technology (hereinafter referred to as the “**Business**”).

- A. The Company offers Internships to students/ freshers in order to assist with expediting its Business and also to enable the students/ freshers to obtain the necessary practical knowledge and learn about the Company’s Business to gain valuable insight and experience.
- B. The Intern has agreed to serve the Company as an Intern for a period of 3rd January 2022 to 31st May 2022 months on the terms and subject to the conditions as set out hereunder.

NOW THEREFORE, in consideration of the foregoing recitals, mutual covenants contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as set forth below:

1. Commencement and Duration:

- 1.1 This Agreement shall commence on 3rd January 2022 and continue until 31st May 2022 whereupon it will automatically terminate (“hereinafter referred to as the “**Term**”) with the Software Engineering department under the mentorship of Mr. Harish Raghavan
- 1.2 The expiry of this Agreement will not constitute a dismissal and the Intern further agrees that nothing in this Agreement will be construed as creating any legitimate expectation of further employment.
- 1.3 Notwithstanding the provisions of Clause 1.1 above, the Company may terminate this Agreement prior to the expiry date mentioned in Clause 1.1 above for any reason including but not limited to instances where the Intern misconducts and does not perform in accordance with the standards set by the Company based on its operational requirements.
- 1.4 The Intern can terminate this Agreement by providing a written notice of 15 days to his mentor.

2. Internship:

- 2.1 The Intern shall perform his duties under the designated Mentor, which shall include approximately nine (9) hours, comprising of onsite work and offsite work as shall be communicated to the Intern from time to time.
- 2.2 The Intern shall report to the mentor assigned in the workplace by the Company in the respective department where the Intern has been provided the Internship. Furthermore, the Intern shall submit a weekly report comprising of all the assigned work by the mentor every week and completed by the Intern.

3. Compensation Fees:

- 3.1 The Company shall pay a monthly Stipend/ compensation of **Rs. 15,000/-** per month subject to applicable tax deduction, if any.
- 3.2 Any extra conveyance charges incurred by the Intern in course of the Internship for its scope of work shall be reimbursed by the Company from time to time.

4. Leaves:

- 4.1 The Intern shall be provided holidays as per the Company Policy and regulations. The Interns shall be expected to attend office on every regular Business Day on which the

Company is operating.

- 4.2 In case of any emergency or health issue the Intern agrees to provide a prior intimation of the same to its respective mentor. The Intern acknowledges that absence from the workplace without any prior notice shall be regarded as a misconduct and may result in termination of the Internship by the Company.

5. Representations and Warranties of the Intern:

5.1 The Intern specifically agrees to and acknowledges the following:

- a) This internship is educational in nature and there is no guarantee or expectation that the internship will result in employment. The Company may at any time in its sole discretion, terminate the internship without notice or cause to the Intern.
- b) The Intern will maintain a regular internship schedule determined by the Intern and the mentor.
- c) The Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
- d) The Intern will obey the policies, rules and regulations of the Company and comply with the Company's Business practice and procedures.
- e) Under no circumstances will the Intern leave the internship without first conferring with the Intern's mentor.
- f) In consideration of the opportunity afforded to the Intern to participate in the internship program, the Intern hereby agrees that he, his assignees, heirs, guardians and legal representatives, will not make a claim against Company or any of its affiliated organizations or either.

6. Intellectual Property Rights:

- 6.1 The Intern agree that the brands/logos, trademarks, etc., belonging to the Company are the exclusive property of the Company and cannot in any circumstances be used, or copied, or altered in any manner without being specifically authorized in writing by the Company.
- 6.2 The Company shall have all right, title and interest to the Intellectual Property with relation to the work performed/developed by the Intern.
- 6.3 The Intern agrees to make and maintain adequate and current records of all the Company Innovations which shall include processes, machines, compositions of matter, improvements, inventions, works of authorship, information fixed in any tangible medium of expression, moral rights, trademarks, trade names, know-how, ideas and all other subject

matter protectable under patent, copyright, trademark, trade secret or other laws and shall mean Innovations that the Intern, solely or jointly with others, conceives, reduces to practice, creates, derives, develops or makes within the scope of Intern's work for the Company under this Agreement., which records shall be and remain the sole property of the Company.

7. **Confidentiality:**

The Intern acknowledges and agrees that in connection with this Agreement, he will have access to Confidential Information of the Company and hereby agrees not to disclose any Confidential Information to any third party and not to use any such Confidential Information for any purpose other than as strictly required for performance under this Agreement. All such Confidential Information is and shall remain the exclusive property of the Company and no license shall be granted or implied with respect to such Confidential Information by reason of the Interns access to such Confidential Information.

8. **Indemnification:**

The Intern hereby indemnifies, hold harmless & undertakes to defend the Company, its affiliates and their respective employees, officers and directors against any claim including but not limited to damages, costs and expenses as a result of such claim with regard to any claim on account of an alleged breach of any of the terms of this Agreement and security of data occurring as a result of acts of omissions or commission of the Intern.

9. **Independent Parties:**

The Parties are independent contracting parties and will have no power or authority to assume or create any obligation or responsibility on behalf of each other. This Agreement will not be construed to create or imply any partnership, agency or joint venture, or employer-employee relationship.

10. **Prohibition on Assignment:**

This Agreement shall not be assigned, subcontracted or transferred without the prior written consent of the Company. Any attempted assignment in violation hereof shall be null and void.

11. **Amendment:**

Any provision of this Agreement may be amended or waived if, and only if such amendment or waiver is in writing and signed by the Parties.

12. **Governing Law & Jurisdiction:**

This Agreement shall be governed by the laws in India and courts in Noida only shall have exclusive jurisdiction over matters relating to or arising from this Agreement.

IN WITNESS WHEREOF the Parties hereto have executed this Agreement on the date and the year first hereinabove written.

For and on behalf of the Company	For and on behalf of the Consultant
Signature 	Signature 
Name: Mr. Mithun Gupta Designation: Director - Human Resources	Name: Ms. Madhuvarshini R Designation: Intern
<u>Witness 1:</u> Signature: Name: Address:	<u>Witness 2:</u> Signature: Name: Address:



Date: 10-Dec-2021

To

Mr.MANIKANDAN M,
76, ADAVIYAR STREET,
AMBASAMUDRAM,
TIRUNELVELI-627401, TAMIL NADU.

Dear **Mr.MANIKANDAN M,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED**.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.





ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and 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. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things 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. You 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.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.





NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
 2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
 3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
 4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
 5. If you have violated the Company's policies;
 6. If the result of any reference or background check is unsatisfactory;
 7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
 8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;
- Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are 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.





VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **09-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For Zoho CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: <i>Manikandan</i>	Date of Offer acceptance: 10 Dec 2021
Name : Manikandan M	Place : Coimbatore





ANNEXURE A

NAME : MANIKANDAN M
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	47600	571200
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	50000	600000
Prosperity Sharing Plan		100000
Compensation for the first year		700000

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.





ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Medclaim policy for a sum insured of **Rs.400000/- (RUPEES FOUR LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal



STRICTLY PRIVATE AND CONFIDENTIAL



04 January 2022

Poobalan P

2/91, Merkala thottam, Murugampalayam,
Vanjipalayam(post), Mangalam(via), Avinashi(taluk),
Tirupur(district), Tamil Nadu – 641663.

Offer of Employment

Dear Poobalan,

Congratulations!

We are pleased to confirm our offer of **Internship** to you in our organization with effect from **4th January 2022 till 31st May 2022**. You will be based in our **Hyderabad** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your monthly stipend is **INR 30,000** and will be subject to statutory and other deductions as per employer policies and practices.

MONTHLY AMOUNTS

9,800 BASIC SALARY

18,200 SPECIAL ALLOWANCE

BENEFITS:

1,800 EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND

0.00 ESI EMPLOYER

200 PROFESSIONAL TAX

30,000 TOTAL COST TO THE COMPANY

Organization contributes towards free Transportation, Snacks and subsidized Lunch/Dinner at our cafeteria.

We look forward to your joining and becoming a part of the FactSet Family.

Poobalan P

ANNEXURE-B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir / nominee and an emergency contact.

2. Nature of Work:

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other ad-hoc duties assigned to you from time to time. You will work at a high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

3. Working Hours / Shift Hours:

The normal working hours of the Company are from **9:30 AM- 6:30 PM** from **Monday to Friday** including lunch break and tea breaks. As the Company works **24 / 5** and also depending on organizational requirement or project contingencies, working hours and days for specific employees or groups of employees or all employee may be modified / altered from time to time which will be communicated to you by your Manager. Further, you should be prepared to work on any shift, as may be warranted by the Company's work requirements.

4. Salary Payment:

Regular Employees in India are paid their monthly salary through bank transfer on the last working day of the month for which employees have to open a bank account in the Company's corporate bank. You are requested to note that processing of monthly pay will be subject to submission of Permanent Account Number (PAN) details to the Company. In case you do not have a PAN, please initiate the application process for the same immediately and carry the acknowledgment as issued by the Income Tax authorities with you while coming for joining. A copy of the acknowledgement would need to be submitted by you for our records.

5. Dual Employment:

You are required by the Company rules not to undertake any employment or enter into any other type of association, even on part-time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as voluntary termination / resignation by you of your services without the required notice having been given. . However, if you want to associate yourself with a charitable non-profitable organization during non-business hours or

days, you will have to disclose the details with your direct manger & Human Resources Department, allowing your participation at the disclosed charitable non-profitable organization.

6.Holidays:

You are eligible for **11 Paid holidays** every year on pro-rata basis including the government mandated holidays. The Company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance.

7.Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the Company's expense.

8.Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process / method likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use / utilize such improvement and you shall assign all rights thereof to the Company for the purpose of seeking any patent rights or for any other purpose. The Company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the Company including but not limited to the creative concept that you may develop during your association with the Company.

9.Secretcy / Confidentiality:

You will not during the course of your employment with the Company or at any time there after divulge or disclose any confidential information to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the Company, of any information or knowledge obtained by you during your employment as to the business or affairs of the Company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

10.Restrict:

a. Access to Information:

Information is available on need to know basis for specific group's .Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the Company.

b. Restriction on Personal Use:

Use of Company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the Company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of Company information for personal benefit will result in immediate termination of employment without notice and / or legal action for misdemeanor as deemed fit by the Company. You may / may not be required to reimburse the Company for any losses incurred by the Company on account of personal usage of Company data.

11.Security:

Security is an important aspect of our communication and office infrastructure. Security of the Company resources is maintained by controlling physical access to computer system, by disabling all the working stations, floppy disk drives and Companywide awareness about the need for protection of intellectual property and sensitive customer information.

12.Changes to the Employment Terms & Conditions applicable to Employees:

From time to time the Company reserves the right to make necessary changes or modifications to any of the terms and conditions of employment due to its dynamic work environment. By accepting this offer , you hereby grant your express acceptance and readiness to comply with company rules, regulations and policies in existence together with any changes or modifications made thereof .

13.Company Polices:

You acknowledge that the Company operates in a dynamic environment which may, from time to time, require the Company to make changes to its policies. You also agree that the Company, at its discretion, may accordingly revise, modify, add, delete or replace any of its current policies and that you agree to be bound by all such changes.

14.Appointment in Good Faith:

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 your application for employment and your ability to handle any assignment / job independently. 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 standard 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 therein.

STRICTLY PRIVATE AND CONFIDENTIAL



The above terms and conditions are based on the Company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters you will be governed by the rules of the Company as shall be in force from time to time.

If you have any queries / clarifications regarding your offer or joining, please contact your Recruiter.

We welcome you to our FactSet family and wish you a long and successful career with us.

Sincerely,

A handwritten signature in black ink that reads "Anupma".

Anupma Ranjan
Senior Talent Acquisition Manager
FactSet Systems India Private Limited

A handwritten signature in black ink that reads "P. Poobalan".

Poobalan P



December 10, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear PRIYANGA M,

We are delighted to invite you to join IBM as an Intern.

You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM, you will be a part of a diverse team where you will meet and work with new people from different cultures to tackle challenges from a fresh perspective. IBM gives you the ability to be yourself and freely express your ideas with colleagues from around the world. The sky is the limit to what you can do.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries –bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your Internship Letter is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





December 10, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear PRIYANGA M

We are pleased to offer you a permission letter for project training as an Intern from January 8, 2022 to July 7, 2022. During your Internship assignment, you will be working on the assignment at Bangalore and paid a stipend of INR 30000/-per month. You will report to Ramu, Suman (sumanramu@in.ibm.com) in Bangalore. At the end of the internship, you will submit a copy of your report to the Company. You may contact your manager for further guidance on your project.

To facilitate relocation (As per IBM policy, provided your current location in India is more than 100 kms from your offered work location), you are entitled to a one time relocation allowance of a flat amount of INR 35000/- which will enable you to make necessary arrangements for your travel, accommodation and conveyance in your location during the course of your Internship with IBM and will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. Please note that this one time relocation allowance is subject to appropriate income tax deductions as per applicable law and is a one time payment which is paid out with the first month Stipend.

This is a temporary internship assignment which may be terminated at any time by you or IBM and does not imply any commitment by IBM to regular employment.

Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of IBM and act in accordance with the values and principles of the Company.

Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.



- Any change of joining date must be sent to islcampus@in.ibm.com at least 5 days prior to your original joining date. The new joining date must be a Tuesday, Wednesday, or Thursday and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all Interns of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is INR 500,000/-. Coverage applies world-wide, 24 hours a day.

Please contact us via internshiring@in.ibm.com for any queries regarding your internship assignment.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read "Alingh". The signature is written in a cursive style with a long, sweeping underline.

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)



SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



IBM CONFIDENTIAL

ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my internship with International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), and the payment to me of a stipend or other compensation related to my internship, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my internship, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. Once my IBM internship ends, or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. I understand I am not prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

(a) During my internship with IBM and six months thereafter, I will not directly or indirectly solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM.

(b) I agree that during my internship with IBM and for six months thereafter, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my responsibilities during my internship with IBM.

2. I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.



If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my internship with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM internship.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after my IBM internship ends, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.



I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my internship relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my internship, any personal information about others to which I may have access during my internship at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

11. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in appropriate action, and any other appropriate relief for IBM including money damages, equitable relief and attorney's fees.

12. This Agreement shall constitute a part of my terms of internship with IBM and is executed contemporaneously with my offer of internship with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Intern's Full Name	Intern's Signature	Intern Serial No.	Date



COVID-19: IBM Initiatives for Employees and Communities

As we navigate the COVID-19 pandemic, IBM has taken a series of initiatives to help and support our employees and their family members in this challenging environment. The health and safety of IBMers, partners, and clients is our top priority.

We have put together a comprehensive support plan for our employees and their families to tide through this pandemic.

Employee Well-being and Safety

- **Vaccination for all IBMers:** Vaccination camps will be opened (in line with Government regulations and availability of vaccines) in all major cities with IBMer populations. IBMers and their family members will have the option of getting vaccinated at hospital centers or camps at selected IBM locations. We are working closely with the concerned authorities on this
- **Dedicated 24X7 Medical Helpline with Portea:** IBM has launched a dedicated helpline through Portea Health Care Services - for a variety of services including doctor consultation, medical/home care services, and testing services. This helpline is the first point of contact for support for any medical help.
- **Access to Oxygen Concentrators**
IBM has procured oxygen concentrators to support IBMers and their family members. We have partnered with Portea Health Care Service to deploy these oxygen concentrators across Bangalore, NCR (Delhi, Gurgaon, Noida), Kolkata, Chennai, and Hyderabad.
- **Eldercare Support with Samarth:** IBM has partnered with Samarth, one of India's leading organizations supporting the elderly by creating a COVID care system. Samarth will help the elders deal with the pandemic by providing 24/7 emergency assistance, home care resources, medicines, doctor tele-consultations, food services, oxygen, and requirement for other equipment as needed.
- **COVID Care Center:** We have worked with Apollo Hospital to offer medically supervised "step down" facilities at designated hotels in every major city where IBMers and immediate family members can quarantine in case it's not feasible at home.
- **Emergency Transport for Medical Needs:** We are offering an emergency transport facility 24x7 for medical requirements for both employees and their immediate family members who are COVID-19 positive (for transport to a medical facility) and those who are COVID-19 negative (for procuring medical supplies or attend to impacted family members).
- **Additional Insurance Coverage:** IBM is providing additional insurance coverage for each insured employee and their covered dependents (spouse and children) for up to Rs. 5 Lakhs per member covered.
- **Meal Delivery Service**
We have tied up with HungerBox for the delivery of freshly prepared meals, ensuring the highest levels of hygiene and safety measures. The service is currently available in Bangalore, NCR, Hyderabad, Chennai, Kolkata, Mumbai, Pune, and Vishakhapatnam.

Leverage the Power of Tech for good



- **COVID Assist:** We have launched COVID Assist, a Watson Assistant powered AI bot, to channelize the requests around critical resources such as ambulance, oxygen, medicine, hospital beds, in an efficient manner. It will also help you connect with the IBM Squad volunteers on ground.

Mobilizing the collective power of the IBMers

- **IBMer volunteer COVID squads :** We have organized squad groups staffed by IBMer volunteers to take service requests and match them to verified sources of available resources - Hospital Beds, ICUs, Oxygen requirements, ambulances, medicines, and more. With over 2000 volunteers already signed up, this is really making a difference to quickly triage requests and ensure that needs are matched to resources available nationally.
- While we do this, employee health and well-being remain a key priority for us. We have set up several **employee support groups across cities** to provide employees with a platform to discuss issues, challenges, concerns and coping mechanisms such as managing stress, staying active and promoting self-care. Covid Warrior stories to energise teams.
- IBM has partnered with [United Way of India](#) to drive an employee giving campaign. Employees can donate financially to the NGO and they in turn are working with several partners at the ground level to provide critical and emergency care for the community.
- IBMers are volunteering to become first responders on Covid-19 helplines through a collaboration with [StepOne](#). StepOne is an NGO having an interface with 18 state governments and is helping to train & deploy volunteers to respond to queries on the government helpline.

Leveraging our voice and influence to rally global support

- IBM is playing a key role in **Global Task Force on Pandemic Response** launched by the [US Chamber of Commerce](#) to aid India and other Covid-19 Hot-Spots. This includes Sourcing, shipping and delivering 1,000 ventilators; 25,000 oxygen concentrators and working with local partners to fund emergency hospital beds in communities where our teams live and work.

In addition, we are also closely engaged with the government and government agencies in India to offer our support and we are ready to do more.

Given the dynamic pandemic situation, IBM is constantly revising and updating any initiatives it has put in place to respond to the pandemic, And any of these programs and policies may be changed or withdrawn by IBM at its sole discretion. Please reach out to your HR contact to understand the current measures in place at IBM.

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

December 20, 2021

Ms. Revathi Muthupandi
3/491 A, Main Road,
Arumugampatti,
Vickramasingapuram(Po),
Ambasamudram(Tk), Tirunelveli - 627425.

Dear Revathi,

CONTRACT FOR INTERNSHIP (“INTERNSHIP CONTRACT”)

With reference to our discussions, we are pleased to offer you an internship with Striim Engineering Services India Private Limited (“**Company/ Striim**”).

Your internship will commence on January 03, 2022 (“**DOJ**”) and will continue up to July 08, 2022 (“**Term**”) as per the terms and conditions outlined here-in-below:

1. During your internship, you will report to Mr. Shravan Kumar Hullur.
2. You will be paid a monthly stipend of Rs. 40,000/- (Rupees Forty Thousand). All payments made to you will be subject to legal and statutory deductions including on account of tax and any additional legal or statutory deduction that may be applicable on the DOJ or introduced subsequently during the term of your internship. Subject to the Company being satisfied, in its sole discretion, with your performance during the Term, you will be employed with the Company. Your terms of employment will be governed by an offer of employment that the Company will issue to you separately along with this Internship Contract.
3. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
4. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
5. You will be required to adhere to the norms of office discipline as practiced in the Company and as set out in rules and regulations/policies implemented by the Company from time to time, applicable to you. The said rules and regulations/policies are subject to such changes and modifications, from time to time, as Striim may deem appropriate.
6. You will be required to attend office for at least 8 hours a day from Monday to Friday.
7. During your internship, you must not engage, directly or indirectly, in business or be a shareholder, or be in a post or be a consultant to any person, division or juristic person which engages in the same or similar business operation as Striim.
8. You will be responsible for the safe keeping and the return, in good condition and order, of all property of Striim, which may be in your use, custody and charge at any time.

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

9. (a) At all times during and after your internship with the Company, you will hold in confidence and will not disclose, use, lecture upon, or publish any of Company's Confidential Information (*defined below*), except as may be required in connection your internship, or as expressly authorized by the Chief Executive Officer (the "CEO") or any Managers (the "Managers" and together with the CEO, each an "Authorizing Person" and collective the "Authorizing Persons") of the Company. You hereby assign to the Company any rights you may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of Company and its assigns.
- (b) You understand that your work for the Company will involve access to and creation of confidential, proprietary and trade secret information and materials of Company (or its affiliates, licensors, suppliers, vendors or customers) (collectively, "**Confidential Information**"). Confidential Information includes, without limitation, any and all confidential knowledge, data or information related to Company's business or its actual or demonstrably anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, computer source and object code, data, formulae, programs, other works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans, budgets, financial statements, contracts, prices, suppliers, and customers; (iii) information regarding the skills and compensation of Company's employees, contractors, and any other service providers of Company; or (iv) the existence of any business discussions, negotiations, or agreements between Company and any third party.
- (c) You also understand that that Company has received and, in the future, will receive from third parties confidential or proprietary information ("**Third Party Information**"), subject to a duty on Company's or its affiliates' part to maintain the confidentiality of such information and to use it only for certain limited purposes. During and after your internship with the Company, you will hold Third Party Information in strict confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for Company), or use Third Party Information, except in connection with your services for Company or unless expressly authorized by an Authorizing Person in writing.
- (d) You represent that you have not entered into, and agree that will not enter into, any agreement, either written or oral, in conflict with your obligations under this Internship Contract or to the Company, unless expressed approved by an Authorizing Person. During your internship, you will not improperly make use of, or disclose, any information or trade secrets of any third party, nor will you bring onto the premises of Company or use any unpublished documents or any property belonging to any third party, in violation of any lawful agreements with any third party.
10. (a) The Company shall be the first owner of any and all intellectual property rights (including copyright) in all software and related works preceding its creation that is conceived, developed or created ("**Work Product**") by you, independently or otherwise, during the course of your internship.

Striim Engineering Services India Private Limited

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Mobile : +91 9789989054, Email : maha@striim.com

- (b) You represent that you have an unqualified right to license all intellectual property developed, acquired, or otherwise obtained by you prior to your internship with the Company (collectively, "**Background Technology**") or licensed or obtained by you from third parties (collectively, "**Third-Party Technology**").
- (c) If the specific identification and description of any Background Technology or Third-Party Technology would cause you to violate any confidentiality obligations, you will not identify and describe such Background Technology or Third-Party Technology with specificity, but will disclose (to the extent permitted): (i) a general identification and description of such Background Technology or Third-Party Technology (which in no event will be less than a cursory name), (ii) the owner or owners of such Background Technology or Third-Party Technology and your relationship to such owner or owners, and (iii) the specific reason that the Background Technology or Third-Party Technology is not fully disclosed.
- (d) You agree that all Work Product will be the sole and exclusive property of Company. Except for your intellectual property rights in the Background Technology and subject to Clause 10 (h) of this Internship Contract, you hereby irrevocably and unconditionally assign to Company all right, title, and interest worldwide in and to the Work Product and all intellectual property rights thereto. You understand and agree that you have no right to use the Work Product except as necessary for your internship with the Company.
- (e) Without limiting the generality of Clause 10(d) of this Internship Contract, you will have no interest in any trademark, service mark, or trade name (collectively, "**Mark**") used on or in the Work Product; Company will be the sole and exclusive owner of all right, title, and interest in and to all such Marks. Any and all use of such Marks by you will be deemed made by Company for the purposes of trademark registration and will inure solely to the benefit of Company for such purposes. You will not contest, oppose, or challenge Company's ownership of such Marks, or do anything to impair Company's ownership or rights in such Marks. You will not create, adopt, or use a corporate name, trade name, trademark, or any other designation that includes any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks. In particular, you will not register, or attempt to register, in any jurisdiction worldwide any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks.
- (f) If any intellectual property rights, including moral rights, in the Work Product, except for intellectual property rights in the Background Technology, cannot (as a matter of law) be assigned by you to Company as provided in Clause 10 (e) above, then (i) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (ii) to the extent you cannot (as a matter of law) make such waiver, you unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicensees, under any and all such rights (x) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (y) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service

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based on, embodying, incorporating, or derived from the Work Product, and (z) to exercise any and all other present or future rights in the Work Product.

- (g) You unconditionally grant to Company a non-exclusive, perpetual, irrevocable, worldwide, fully-paid right and license, with the right to sublicense through multiple levels of sublicensees, under all of your intellectual property rights in any and all Background Technology used or incorporated in any Work Product (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (iii) to exercise any and all other present or future rights in the Work Product.
- (h) You hereby assign to Company all of your licenses and other rights to all Third-Party Technology incorporated into the Work Product. If such rights cannot be validly assigned to Company without the consent of a third party, you will use best efforts to obtain such consent (at your expense) and will indemnify and hold harmless Company and its affiliates, employees, and agents from and against all liabilities, losses, damages, costs, and expenses (including attorneys' fees) arising from your failure to obtain such consent.
11. You will, at Company's request, (i) cooperate with and assist Company, both during and after your internship, in perfecting, maintaining, protecting, and enforcing Company's rights in the Work Product, and (ii) execute and deliver to Company any documents deemed necessary or appropriate by Company in its discretion to perfect, maintain, protect, or enforce Company's rights in the Work Product. Company will reimburse you for any reasonable out-of-pocket expenses actually incurred by you in fulfilling your obligations under this Clause 11.
12. Either Party may terminate this Internship Contract with 1 (one) week prior notice. However, Striim shall be entitled to terminate your internship during the Term without any notice for any misconduct in internship. In case of termination for any reason other than misconduct, Striim will give you a week's notice.
13. Upon termination of your internship, for any reason whatsoever, you will immediately return to Striim, any and all Confidential Information, documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to Striim that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your internship with Striim, without making any copies thereof and/or extracts therefrom. You will also deliver to Striim immediately all notes, analyses, summaries and working papers relating thereto.
14. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
15. It is understood that this internship is being offered to you on the basis of the particulars submitted by you and on your representation that you were under no-disability contractual or otherwise for applying for this internship and are under no-disability contractual or

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otherwise for entering into this Contract of Internship. However, if at any time it should emerge that the particulars furnished by you or the representation made by you are false or incorrect or if any material or relevant information has been suppressed or concealed or the agency appointed by the Company cannot get your background/particular submitted by you verified despite following its processes for verification, your appointment will be considered ineffective and irregular and would be liable to be terminated by Striim forthwith without notice. This will be without prejudice to the right of Striim to take disciplinary action against you for the same.

16. If any provision of this Internship Contract is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
17. You agree and give your consent to the Company to release your personal information to authorized third party service providers ("**Service Providers**") who are engaged by the Company to perform tasks on its behalf. Unless the Company communicates with you differently, the Service Providers do not have the right to use any personal information shared with them beyond what is necessary to work with the Company. Except as described above, the Company can release your personal information to third parties only with your consent.

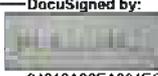
Sincerely,

For and on behalf of **Striim Engineering Services India Private Limited**

DocuSigned by:


736ATEC85A74E9
Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:


94216A38EA304EC...
Ms. Revathi Muthupandi

Dated: 12/20/2021



Dated: 02-Jun-2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr/Ms. **Rooba Devi D, PT-5238/22;** has undergone his/her internship training in **Zoho Corporation Private Limited**, from 14-Feb-2022 to 07-May-2022. During this period, his/her performance and conduct were found to be good.

Saajudeen S

Associate HR



Striim Engineering Services India Private Limited

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Mobile : +91 9789989054, Email : maha@striim.com

December 20, 2021

Ms. Suwetha Sivakumar
73A, Jothiyakadu, Oodayam Road,
Muthur, Tiruppur(Dt). 638105

Dear Suwetha,

CONTRACT FOR INTERNSHIP (“INTERNSHIP CONTRACT”)

With reference to our discussions, we are pleased to offer you an internship with Striim Engineering Services India Private Limited (“**Company/ Striim**”).

Your internship will commence on January 03, 2022 (“**DOJ**”) and will continue up to July 08, 2022 (“**Term**”) as per the terms and conditions outlined here-in-below:

1. During your internship, you will report to Ms. Vino Chithra.
2. You will be paid a monthly stipend of Rs. 40,000/- (Rupees Forty Thousand). All payments made to you will be subject to legal and statutory deductions including on account of tax and any additional legal or statutory deduction that may be applicable on the DOJ or introduced subsequently during the term of your internship. Subject to the Company being satisfied, in its sole discretion, with your performance during the Term, you will be employed with the Company. Your terms of employment will be governed by an offer of employment that the Company will issue to you separately along with this Internship Contract.
3. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
4. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
5. You will be required to adhere to the norms of office discipline as practiced in the Company and as set out in rules and regulations/policies implemented by the Company from time to time, applicable to you. The said rules and regulations/policies are subject to such changes and modifications, from time to time, as Striim may deem appropriate.
6. You will be required to attend office for at least 8 hours a day from Monday to Friday.
7. During your internship, you must not engage, directly or indirectly, in business or be a shareholder, or be in a post or be a consultant to any person, division or juristic person which engages in the same or similar business operation as Striim.
8. You will be responsible for the safe keeping and the return, in good condition and order, of all property of Striim, which may be in your use, custody and charge at any time.
9. (a) At all times during and after your internship with the Company, you will hold in confidence and will not disclose, use, lecture upon, or publish any of Company’s

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Confidential Information (*defined below*), except as may be required in connection your internship, or as expressly authorized by the Chief Executive Officer (the “**CEO**”) or any Managers (the “**Managers**” and together with the CEO, each an “Authorizing Person” and collective the “**Authorizing Persons**”) of the Company. You hereby assign to the Company any rights you may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of Company and its assigns.

- (b) You understand that your work for the Company will involve access to and creation of confidential, proprietary and trade secret information and materials of Company (or its affiliates, licensors, suppliers, vendors or customers) (collectively, “**Confidential Information**”). Confidential Information includes, without limitation, any and all confidential knowledge, data or information related to Company’s business or its actual or demonstrably anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, computer source and object code, data, formulae, programs, other works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans, budgets, financial statements, contracts, prices, suppliers, and customers; (iii) information regarding the skills and compensation of Company’s employees, contractors, and any other service providers of Company; or (iv) the existence of any business discussions, negotiations, or agreements between Company and any third party.
 - (c) You also understand that that Company has received and, in the future, will receive from third parties confidential or proprietary information (“**Third Party Information**”), subject to a duty on Company’s or its affiliates’ part to maintain the confidentiality of such information and to use it only for certain limited purposes. During and after your internship with the Company, you will hold Third Party Information in strict confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for Company), or use Third Party Information, except in connection with your services for Company or unless expressly authorized by an Authorizing Person in writing.
 - (d) You represent that you have not entered into, and agree that will not enter into, any agreement, either written or oral, in conflict with your obligations under this Internship Contract or to the Company, unless expressed approved by an Authorizing Person. During your internship, you will not improperly make use of, or disclose, any information or trade secrets of any third party, nor will you bring onto the premises of Company or use any unpublished documents or any property belonging to any third party, in violation of any lawful agreements with any third party.
10. (a) The Company shall be the first owner of any and all intellectual property rights (including copyright) in all software and related works preceding its creation that is conceived, developed or created (“**Work Product**”) by you, independently or otherwise, during the course of your internship.
- (b) You represent that you have an unqualified right to license all intellectual property developed, acquired, or otherwise obtained by you prior to your internship with the

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Company (collectively, "**Background Technology**") or licensed or obtained by you from third parties (collectively, "**Third-Party Technology**").

- (c) If the specific identification and description of any Background Technology or Third-Party Technology would cause you to violate any confidentiality obligations, you will not identify and describe such Background Technology or Third-Party Technology with specificity, but will disclose (to the extent permitted): (i) a general identification and description of such Background Technology or Third-Party Technology (which in no event will be less than a cursory name), (ii) the owner or owners of such Background Technology or Third-Party Technology and your relationship to such owner or owners, and (iii) the specific reason that the Background Technology or Third-Party Technology is not fully disclosed.
- (d) You agree that all Work Product will be the sole and exclusive property of Company. Except for your intellectual property rights in the Background Technology and subject to Clause 10 (h) of this Internship Contract, you hereby irrevocably and unconditionally assign to Company all right, title, and interest worldwide in and to the Work Product and all intellectual property rights thereto. You understand and agree that you have no right to use the Work Product except as necessary for your internship with the Company.
- (e) Without limiting the generality of Clause 10(d) of this Internship Contract, you will have no interest in any trademark, service mark, or trade name (collectively, "**Mark**") used on or in the Work Product; Company will be the sole and exclusive owner of all right, title, and interest in and to all such Marks. Any and all use of such Marks by you will be deemed made by Company for the purposes of trademark registration and will inure solely to the benefit of Company for such purposes. You will not contest, oppose, or challenge Company's ownership of such Marks, or do anything to impair Company's ownership or rights in such Marks. You will not create, adopt, or use a corporate name, trade name, trademark, or any other designation that includes any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks. In particular, you will not register, or attempt to register, in any jurisdiction worldwide any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks.
- (f) If any intellectual property rights, including moral rights, in the Work Product, except for intellectual property rights in the Background Technology, cannot (as a matter of law) be assigned by you to Company as provided in Clause 10 (e) above, then (i) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (ii) to the extent you cannot (as a matter of law) make such waiver, you unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicensees, under any and all such rights (x) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (y) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (z) to exercise any and all other present or future rights in the Work Product.

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- (g) You unconditionally grant to Company a non-exclusive, perpetual, irrevocable, worldwide, fully-paid right and license, with the right to sublicense through multiple levels of sublicensees, under all of your intellectual property rights in any and all Background Technology used or incorporated in any Work Product (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (iii) to exercise any and all other present or future rights in the Work Product.
- (h) You hereby assign to Company all of your licenses and other rights to all Third-Party Technology incorporated into the Work Product. If such rights cannot be validly assigned to Company without the consent of a third party, you will use best efforts to obtain such consent (at your expense) and will indemnify and hold harmless Company and its affiliates, employees, and agents from and against all liabilities, losses, damages, costs, and expenses (including attorneys' fees) arising from your failure to obtain such consent.
11. You will, at Company's request, (i) cooperate with and assist Company, both during and after your internship, in perfecting, maintaining, protecting, and enforcing Company's rights in the Work Product, and (ii) execute and deliver to Company any documents deemed necessary or appropriate by Company in its discretion to perfect, maintain, protect, or enforce Company's rights in the Work Product. Company will reimburse you for any reasonable out-of-pocket expenses actually incurred by you in fulfilling your obligations under this Clause 11.
12. Either Party may terminate this Internship Contract with 1 (one) week prior notice. However, Striim shall be entitled to terminate your internship during the Term without any notice for any misconduct in internship. In case of termination for any reason other than misconduct, Striim will give you a week's notice.
13. Upon termination of your internship, for any reason whatsoever, you will immediately return to Striim, any and all Confidential Information, documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to Striim that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your internship with Striim, without making any copies thereof and/or extracts therefrom. You will also deliver to Striim immediately all notes, analyses, summaries and working papers relating thereto.
14. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
15. It is understood that this internship is being offered to you on the basis of the particulars submitted by you and on your representation that you were under no-disability contractual or otherwise for applying for this internship and are under no-disability contractual or otherwise for entering into this Contract of Internship. However, if at any time it should emerge that the particulars furnished by you or the representation made by you are false

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or incorrect or if any material or relevant information has been suppressed or concealed or the agency appointed by the Company cannot get your background/particular submitted by you verified despite following its processes for verification, your appointment will be considered ineffective and irregular and would be liable to be terminated by Striim forthwith without notice. This will be without prejudice to the right of Striim to take disciplinary action against you for the same.

16. If any provision of this Internship Contract is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
17. You agree and give your consent to the Company to release your personal information to authorized third party service providers ("**Service Providers**") who are engaged by the Company to perform tasks on its behalf. Unless the Company communicates with you differently, the Service Providers do not have the right to use any personal information shared with them beyond what is necessary to work with the Company. Except as described above, the Company can release your personal information to third parties only with your consent.

Sincerely,

For and on behalf of **Striim Engineering Services India Private Limited**

DocuSigned by:
Mahadevan Lakshminarayanan

Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:
S. Sivakumar

Ms. Suwetha Sivakumar

Dated: 12/20/2021

September 5, 2021

Ashwin Rajarajan

200/3, NVN Layout, New Sidhapudur, Coimbatore, Tamilnadu - 641044

Dear **Ashwin Rajarajan**,

We are pleased to offer you a career opportunity with Tekion India Private Limited as **Intern**. The terms and conditions of our offer are set out in this letter:

Your internship starts from January 2022 to June 2022 and you will be paid an internship stipend of INR 50,000 (Fifty Thousand only) (Subjected to TDS) per month.

The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Appointment

You have been made an offer as **Intern**

(i) The place of employment shall be Bangalore and the normal office timings will be from 9:30AM to 6:30 PM. However, depending on the time constraint within which the Company may have to provide services to its clients, you will undertake to make yourself available in respect of the business of the Company during such times.

(ii) You may also be transferred, seconded or deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time. In such cases of transfer, you will be governed by the relocation policies and policies of the Company existing at that time.

Policies, Procedures, Rules & Regulations

You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.

You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

Leave and Holidays

You will be eligible to the leaves and holidays in accordance with the policy of the Company as may be declared from time to time.

Duties and Responsibilities

You shall perform the duties and undertake responsibilities within the mandate of work place and office policies of the Company, as modified from time to time, at the discretion of the Company, and shall use sincere and dedicated efforts to effectively carry out all duties and responsibilities assigned to you by the manager/supervisor and others authorized by the Company to assign such duties and responsibilities.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be

engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.

Employee Invention Assignment and Confidentiality Agreement

As a condition of your employment with the Company, on or prior to joining, you will be required to execute with the Company, an Employee Invention Assignment and Confidentiality Agreement, as per a draft provided by the Company. The Company reserves the right to terminate your employment in case of any breach or non-compliance on your part of the terms of such agreement.

Sensitive and Personal Data or Information

The Company may, in connection with your employment, collect sensitive personal data or information (“**SPDI**”) relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By accepting our offer, you expressly consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company’s worldwide organisation and to third parties where disclosure to such third parties is required in the normal course of business or by law; (iii) that you shall have read and understood the Company’s privacy policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof; (iv) use of your personal images and voices in marketing material, videos, etc.; and (v) treating any personal data to which you have access in the course of your employment strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

Non-Disparagement

During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

Terms of Termination of Employment

Following the successful completion of your probationary period, either party can terminate this employment by serving a notice of one month on the other. The Company may, at its sole option, pay salary in lieu of the notice period to terminate employment with immediate effect.

The Company reserves the right to terminate your employment immediately without notice or payment in lieu of notice if you are found guilty of misconduct or negligence or have committed any breach of the terms and conditions of this offer.

Consequences of Termination of Employment

You hereby agree that upon termination of this Agreement by either of the Company or you, you shall return all the properties belonging to the Company in its possession as per the instructions of the Company and hand over charge to the designated representative of the Company. You also agree that failure to return the property of the Company upon termination shall be deemed to be criminal breach of trust.

Governing Law and Jurisdiction

Your employment with the Company shall be governed and construed in accordance with the laws of India. The Company and you irrevocably submit to the exclusive jurisdiction of competent courts situated at Bangalore and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

This offer of employment and your commencement and continuation of employment with the Company is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.
- (b) Company’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history; and

- (c) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment.

Any false information provided by you or at your request may result in the Company's withdrawal of this offer or immediate termination of your employment with no payment in lieu of notice or any other compensation to you.

We are pleased to have you as a member of the Company, and we look forward to working with you. We hope you will find the Company a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign, and return one copy of this offer letter along with the signed Tekion Confidentiality Information and Inventions Assignment Agreement. This offer expires five days from the date of this letter. If you do not accept or start by the required date, Company reserves the right to withdraw this offer of employment.

You are required to treat this offer letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys, and accountants) without our prior written consent.

Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Team.

For detailed information regarding policies, please reach hr@tekion.com.

Best regards,

Sowmya Malliah
Director - Human Resources, Tekion India Private Limited

ACCEPTANCE

I have read, understood, and accept the terms and conditions of this above offer of employment including the compensation package relating to my employment with Tekion India Private Limited. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.



Employee Signature

12/09/2021

Date

Ashwin.R

Employee Name

Striim Engineering Services India Private Limited

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INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

December 20, 2021

Mr. Dinesh Kumar Murugasamy
34/48, Vannamparai,
Erode Road,
Perundurai - 638052

Dear Dinesh,

CONTRACT FOR INTERNSHIP (“INTERNSHIP CONTRACT”)

With reference to our discussions, we are pleased to offer you an internship with Striim Engineering Services India Private Limited (“**Company/ Striim**”).

Your internship will commence on January 03, 2022 (“**DOJ**”) and will continue up to July 08, 2022 (“**Term**”) as per the terms and conditions outlined here-in-below:

1. During your internship, you will report to Mr. Sampath Kumar Narayanan
2. You will be paid a monthly stipend of Rs. 40,000/- (Rupees Forty Thousand). All payments made to you will be subject to legal and statutory deductions including on account of tax and any additional legal or statutory deduction that may be applicable on the DOJ or introduced subsequently during the term of your internship. Subject to the Company being satisfied, in its sole discretion, with your performance during the Term, you will be employed with the Company. Your terms of employment will be governed by an offer of employment that the Company will issue to you separately along with this Internship Contract.
3. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
4. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
5. You will be required to adhere to the norms of office discipline as practiced in the Company and as set out in rules and regulations/policies implemented by the Company from time to time, applicable to you. The Dineshd rules and regulations/policies are subject to such changes and modifications, from time to time, as Striim may deem appropriate.
6. You will be required to attend office for at least 8 hours a day from Monday to Friday.
7. During your internship, you must not engage, directly or indirectly, in business or be a shareholder, or be in a post or be a consultant to any person, division or juristic person which engages in the same or similar business operation as Striim.
8. You will be responsible for the safe keeping and the return, in good condition and order, of all property of Striim, which may be in your use, custody and charge at any time.
9. (a) At all times during and after your internship with the Company, you will hold in

Striim Engineering Services India Private Limited

U72200TN2017FTC119970

SPACES OLYMPIA TECH PARK, 10TH FLOOR, CITIUS BLOCK NO.-1, SIDCO
INDUSTRIAL ESTATE, GUINDY, CHENNAI-600032, TAMIL NADU, INDIA

Mobile : +91 9789989054, Email : maha@striim.com

confidence and will not disclose, use, lecture upon, or publish any of Company's Confidential Information (*defined below*), except as may be required in connection your internship, or as expressly authorized by the Chief Executive Officer (the "CEO") or any Managers (the "Managers" and together with the CEO, each an "Authorizing Person" and collective the "Authorizing Persons") of the Company. You hereby assign to the Company any rights you may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of Company and its assigns.

- (b) You understand that your work for the Company will involve access to and creation of confidential, proprietary and trade secret information and materials of Company (or its affiliates, licensors, suppliers, vendors or customers) (collectively, "**Confidential Information**"). Confidential Information includes, without limitation, any and all confidential knowledge, data or information related to Company's business or its actual or demonstrably anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, computer source and object code, data, formulae, programs, other works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans, budgets, financial statements, contracts, prices, suppliers, and customers; (iii) information regarding the skills and compensation of Company's employees, contractors, and any other service providers of Company; or (iv) the existence of any business discussions, negotiations, or agreements between Company and any third party.
 - (c) You also understand that that Company has received and, in the future, will receive from third parties confidential or proprietary information ("**Third Party Information**"), subject to a duty on Company's or its affiliates' part to maintain the confidentiality of such information and to use it only for certain limited purposes. During and after your internship with the Company, you will hold Third Party Information in strict confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for Company), or use Third Party Information, except in connection with your services for Company or unless expressly authorized by an Authorizing Person in writing.
 - (d) You represent that you have not entered into, and agree that will not enter into, any agreement, either written or oral, in conflict with your obligations under this Internship Contract or to the Company, unless expressed approved by an Authorizing Person. During your internship, you will not improperly make use of, or disclose, any information or trade secrets of any third party, nor will you bring onto the premises of Company or use any unpublished documents or any property belonging to any third party, in violation of any lawful agreements with any third party.
10. (a) The Company shall be the first owner of any and all intellectual property rights (including copyright) in all software and related works preceding its creation that is conceived, developed or created ("**Work Product**") by you, independently or otherwise, during the course of your internship.
- (b) You represent that you have an unqualified right to license all intellectual property

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developed, acquired, or otherwise obtained by you prior to your internship with the Company (collectively, "**Background Technology**") or licensed or obtained by you from third parties (collectively, "**Third-Party Technology**").

- (c) If the specific identification and description of any Background Technology or Third-Party Technology would cause you to violate any confidentiality obligations, you will not identify and describe such Background Technology or Third-Party Technology with specificity, but will disclose (to the extent permitted): (i) a general identification and description of such Background Technology or Third-Party Technology (which in no event will be less than a cursory name), (ii) the owner or owners of such Background Technology or Third-Party Technology and your relationship to such owner or owners, and (iii) the specific reason that the Background Technology or Third-Party Technology is not fully disclosed.
- (d) You agree that all Work Product will be the sole and exclusive property of Company. Except for your intellectual property rights in the Background Technology and subject to Clause 10 (h) of this Internship Contract, you hereby irrevocably and unconditionally assign to Company all right, title, and interest worldwide in and to the Work Product and all intellectual property rights thereto. You understand and agree that you have no right to use the Work Product except as necessary for your internship with the Company.
- (e) Without limiting the generality of Clause 10(d) of this Internship Contract, you will have no interest in any trademark, service mark, or trade name (collectively, "**Mark**") used on or in the Work Product; Company will be the sole and exclusive owner of all right, title, and interest in and to all such Marks. Any and all use of such Marks by you will be deemed made by Company for the purposes of trademark registration and will inure solely to the benefit of Company for such purposes. You will not contest, oppose, or challenge Company's ownership of such Marks, or do anything to impair Company's ownership or rights in such Marks. You will not create, adopt, or use a corporate name, trade name, trademark, or any other designation that includes any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks. In particular, you will not register, or attempt to register, in any jurisdiction worldwide any of Company's Marks (including those in the Work Product) or a term confusingly similar to any of Company's Marks.
- (f) If any intellectual property rights, including moral rights, in the Work Product, except for intellectual property rights in the Background Technology, cannot (as a matter of law) be assigned by you to Company as provided in Clause 10 (e) above, then (i) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against Company with respect to such rights, and (ii) to the extent you cannot (as a matter of law) make such waiver, you unconditionally grant to Company an exclusive, perpetual, irrevocable, worldwide, fully-paid license, with the right to sublicense through multiple levels of sublicensees, under any and all such rights (x) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (y) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service

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based on, embodying, incorporating, or derived from the Work Product, and (z) to exercise any and all other present or future rights in the Work Product.

- (g) You unconditionally grant to Company a non-exclusive, perpetual, irrevocable, worldwide, fully-paid right and license, with the right to sublicense through multiple levels of sublicensees, under all of your intellectual property rights in any and all Background Technology used or incorporated in any Work Product (i) to reproduce, create derivative works of, distribute, publicly perform, publicly display, digitally transmit, and otherwise use the Work Product in any medium or format, whether now known or hereafter discovered, (ii) to use, make, have made, sell, offer to sell, import, and otherwise exploit any product or service based on, embodying, incorporating, or derived from the Work Product, and (iii) to exercise any and all other present or future rights in the Work Product.
 - (h) You hereby assign to Company all of your licenses and other rights to all Third-Party Technology incorporated into the Work Product. If such rights cannot be validly assigned to Company without the consent of a third party, you will use best efforts to obtain such consent (at your expense) and will indemnify and hold harmless Company and its affiliates, employees, and agents from and against all liabilities, losses, damages, costs, and expenses (including attorneys' fees) arising from your failure to obtain such consent.
11. You will, at Company's request, (i) cooperate with and assist Company, both during and after your internship, in perfecting, maintaining, protecting, and enforcing Company's rights in the Work Product, and (ii) execute and deliver to Company any documents deemed necessary or appropriate by Company in its discretion to perfect, maintain, protect, or enforce Company's rights in the Work Product. Company will reimburse you for any reasonable out-of-pocket expenses actually incurred by you in fulfilling your obligations under this Clause 11.
 12. Either Party may terminate this Internship Contract with 1 (one) week prior notice. However, Striim shall be entitled to terminate your internship during the Term without any notice for any misconduct in internship. In case of termination for any reason other than misconduct, Striim will give you a week's notice.
 13. Upon termination of your internship, for any reason whatsoever, you will immediately return to Striim, any and all Confidential Information, documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to Striim that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your internship with Striim, without making any copies thereof and/or extracts therefrom. You will also deliver to Striim immediately all notes, analyses, summaries and working papers relating thereto.
 14. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
 15. It is understood that this internship is being offered to you on the basis of the particulars submitted by you and on your representation that you were under no-disability contractual or otherwise for applying for this internship and are under no-disability contractual or

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otherwise for entering into this Contract of Internship. However, if at any time it should emerge that the particulars furnished by you or the representation made by you are false or incorrect or if any material or relevant information has been suppressed or concealed or the agency appointed by the Company cannot get your background/particular submitted by you verified despite following its processes for verification, your appointment will be considered ineffective and irregular and would be liable to be terminated by Striim forthwith without notice. This will be without prejudice to the right of Striim to take disciplinary action against you for the same.

16. If any provision of this Internship Contract is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
17. You agree and give your consent to the Company to release your personal information to authorized third party service providers ("**Service Providers**") who are engaged by the Company to perform tasks on its behalf. Unless the Company communicates with you differently, the Service Providers do not have the right to use any personal information shared with them beyond what is necessary to work with the Company. Except as described above, the Company can release your personal information to third parties only with your consent.

Sincerely,

For and on behalf of **Striim Engineering Services India Private Limited**

DocuSigned by:
Mahadevan Lakshminarayanan

73BA7EC85A7A1E4
Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:
NDK

DD00247BB8F7422...
Mr. Dinesh Kumar Murugasamy

Dated: 12/19/2021

21st December' 21

yoga Lakshmi

Dear yoga,

Sub: Offer of Internship

We are pleased to offer you the position as an Intern with **Genpact**. The internship will be for a period of **6 months** starting **11th January' 2022**. You will be evaluated on your performance at the end of the project.

There will be a stipend of INR 15,000/- per month. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Genpact policies as may be applicable. Any violation of the same can result in this offer being withdrawn without any notice.

Please feel free to contact your HR Manager Chinnam, Udayini @ udayini.chinnam@genpact.digital in case of any queries specific to your project

Once again we are delighted to have you on board and hope you have a rewarding and enriching experience with Genpact. Congratulations and welcome to the team

Thanking You

Yours Sincerely,

For Genpact



Ramit Tyagi

Assistant Vice President - HR

DLF City, Phase V, Sector 53,
Gurgaon - 122002, Haryana, India
T +91 124 402 2000
F +91 124 402 2205

India

Accepted and Agreed

yoga Lakshmi

Genpact India

(A Private Company with Unlimited Liability)

Registered Office

Delhi Information Technology Park,
Shastri Park, Delhi – 110053, **genpact.com**



Internship (Final Year Project) & Employment Offer Letter

Date: September 29, 2021

Dear Arsath.S

StartSmart Labs India Private Limited (the “Company”) is pleased to offer you internship and employment with the Company on the terms described below.

The below employment offer is subject to realization on your successful completion of your final year project with us and course degree before the joining date with the organization.

1. Position. Further to your internship completion you will start in a full-time position as **Software Engineer** and you will initially report to the Company’s Director, **R.Narayanakumar** or such other person as communicated to you from time to time. You will primarily be stationed at Chennai, India, or at such other place in accordance with the needs and requirements of the Company from time to time.

2. Compensation and Employee Benefits.

You are expected to start your Final year project (internship) with us on or before January 24, 2021. You will have to pursue the project at our office, which is subject to the pandemic conditions. Your stipend during your internship will be **Rs.15000/- (Rs. Fifteen Thousand Only)**

On successful completion of your internship and degree, In consideration of the employee duties to be performed by you hereunder including abiding by the provisions in clause 4 below, you will be paid a salary of **Rs.11,00,000/-(Rupees Eleven Lakhs only) per annum** payable on the Company’s regular payroll dates, which may be reviewed from time to time as per the discretion of the Company. You will be entitled to other benefits including gratuity, leave, personal accident insurance, mediclaim for self spouse and dependent children and others as may be applicable as per the policy and procedures of the Company and in accordance with applicable laws.

You are expected to start your Final year project with us on or before January 3, 2022. You will have to pursue the project at our office, which is subject to the pandemic conditions

Your services are liable for termination by either party giving two (2) month's notice in writing provided no notice is necessary in the event of termination by the Company on account of misconduct.

3. Confidential Information and Invention Assignment Agreement. Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's enclosed standard Confidential Information and Invention Assignment Agreement (if you have not already done so previously). You agree that the compensation payable to you in clause 2 above is valid and adequate consideration to abide by the terms contained therein.

4. Employment Relationship. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all rights and remedies, the Company shall have the right to withdraw this offer or in case of such discovery occurring after you joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

Any contrary representations which may have been made to you are superseded by this offer. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time which will be communicated to you, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company's Chief Executive Officer.

5. Other duties and covenants. You understand that the Company's computer network is the property of the Company and may only be used for legitimate business purposes. You have a responsibility to use the Company's computer resources and the Internet in a professional, lawful and ethical manner and you will keep the Company indemnified against any losses it may suffer in the event that you do not. You will at all times perform your duties, and act in a manner and devote all your efforts and time to promote the interests of the Company and its operations and activities and shall work for such hours as may be required by the Company for the proper, efficient and diligent performance of your duties hereunder. This appointment is subject to the adherence to the conditions of this letter and the Company's policies and procedures.

6. Outside Activities. While you render services to the Company, you agree that you will not engage in any other employment, consulting or other business activity without the written consent of the Company. In addition, while you render services to the Company, you

will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees, existing or potential clients or consultants, directly or indirectly, of the Company.

7. Tax Matters. All forms of compensation referred to in this letter are subject to applicable withholding and payroll taxes. You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company, the Parent Company or either of their officers, directors, employees or agents related to tax liabilities arising from your compensation.

8. Entire Agreement. This letter supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter.

9. Governing Law and Jurisdiction. The validity, interpretation, construction and performance of this Agreement shall be governed by the laws of the Republic of India and any legal action, suit or proceeding brought by it in any way arising out of this Agreement, must be brought solely and exclusively in the Courts of Chennai, Tamil Nadu, India alone and no other courts shall have the jurisdiction to entertain and try matters relating to or arising from and out of the terms of this Agreement.

[Signature Page Follows]

If you wish to accept this offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Confidential Information and Invention Assignment Agreement and return them to me. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

As required, by law, your employment with the Company is also contingent upon your providing legal proof of your identity (copy of your PAN card and passport) and qualifications. The Company reserves the right to carry out reference verifications or background checks prior to you joining the Company or during the course of your employment with us. You understand and acknowledge that this is a requirement for your employment and you shall not raise any objection whatsoever to the said background checks or reference verifications. By signing this letter you grant your unqualified consent to the Company to provide and/or share all the personal information provided by you to the Company from time to time, including for avoidance of doubt sensitive personal data and information, for the purpose of employment with the Company, with any third party for conducting the reference checks, payroll management or for any other lawful purpose.

This offer, if not accepted, will expire at the close of business on September 29, 2021. We look forward to having you join us for the internship on January 3, 2022

Very truly yours,

STARTSMART LABS INDIA PRIVATE LIMITED

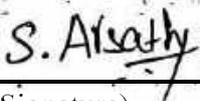
A handwritten signature in black ink, appearing to read 'R. Narayanakumar', with a stylized flourish at the end.

Name: R. Narayanakumar
Title: Director

ACCEPTED AND AGREED:

I confirm that I have read and understood the whole of this document, that I have been given and have read a copy of the Confidential Information and Invention Assignment Agreement of which, together with this document, sets out (or refers me to other documents which set out) the particulars of my employment and that I understand and agree to the terms and conditions of my employment. I also understand that, in offering me employment, the Company has relied on the information given by me to the Company in applying for employment and I hereby grant my unqualified consent to the Company to provide and/or share all the personal information provided by me herein and from time to time, including for avoidance of doubt sensitive personal data and information, for the purpose of employment with the Company, with any third party for conducting the reference checks, payroll management or for any other lawful purpose. I also understand that this offer of employment is conditional on and may be withdrawn if either condition is not satisfied.

ARSATH.S
(PRINT EMPLOYEE NAME)



(Signature)

September 28, 2021
Date

Tentative Joining Date: _____ Internship: January 3, 2022 Employment : Immediate after Intern

Conditional Offer Letter

Date: 9-February-2022

Dear Rino Jervin,

Congratulations on your success!

We would like to thank you for your time in attending the interview with HSBC. We are pleased to inform you that you have been short listed for the position of **Intern** in our organization.

We are delighted to make you an offer of CTC **INR 57,045** Per month. You will also be covered under the Accident Insurance and Hospitalization benefits schemes offered by HSBC, the details of which form part of your Office Letter.

As discussed, you will be informed duly about your Joining Date and Joining Location.

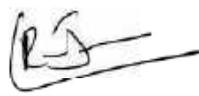
The above offer is conditional upon your submission of the listed documents and satisfactory background verification i.e. MCNF & Reference Checks. Your selection & continued employment is contingent upon the successful completion of the academic qualification currently pursued by you at your campus, in the current academic year, based on which the offer has been made.

We are enthusiastic about your joining the **HSBC** and believe your contribution will benefit the Company.

For HSBC Data Processing India Pvt. Ltd.

Human Resources, HSBC

Please sign a copy of this letter as a token of acceptance. The detailed offer letter will reach at your address shortly.

Signature :  _____

Name & Phone: Rino Jervin 9944668235

Address : 14 Andal Nagar Extn, Uppilipalayam Post, Peelamedu, Coimbatore 641015

INTERNAL

INTERNAL

| RESTRICTED

|

INTERNAL

INTERNAL

INTERNAL

9-Sep-2021

Mr. Dixith Srinivas

1/39, Machinayakanapalli,
Panchakshipuram Post,
Hosur. 635110
Moblie: +91 6384314303
Email: dixithsrinivas@gmail.com

Dear Dixith Srinivas,

With reference to your interest and subsequent assessments, we are pleased to offer you a Project Internship as a part of your curriculum. The internship is for a period of five months from the date of joining . You shall report to the Engineering manager and be based out of Chennai.

During the internship period, you will be paid a stipend of ₹10,000 (Rupees Ten Thousand only) per month. Additionally, you could qualify for a one-time incentive subject to satisfactory assessment of your overall internship. This one-time incentive could be paid either at the end of the internship period at a quantum not exceeding Rs. 25,000 (Rupees twenty-five thousand only) or upon completing six months of employment if your internship is commuted to a full-time employment with us. In case of commutation to full time employment, the quantum shall not exceed Rs. 50,000 (Rupees fifty thousand only). Prevailing income tax rules shall apply. The quantum and pay-out shall be approved by your reporting manager solely based on your performance during the internship.

After reading through this offer document including the terms and conditions, please confirm your acceptance by email within 5 days of receiving this offer letter failing which, we reserve the right to rescind the offer.

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and you are expected to abide by our confidentiality policy.

At the time of joining, you are requested to furnish copies of certificates and mark sheets of your academic credentials along with a consent letter from your institution for our records. The originals of the same would be required for scrutiny. Internship is subject to the verification of above documents.

We wish you all success and look forward to a good Internship engagement

Yours Faithfully
for **MulticoreWare India (P) Ltd**



Shashikanth Jayaraman
Vice President - Human Resources

I have read the contents
and accepted the Internship

Dixith Srinivas

Encl: Terms & Conditions of Project Internship

MulticoreWare India (P) Ltd - Terms and Conditions of Internship

Following are the Terms and Conditions of your Internship with MulticoreWare India (P) Ltd. You are expected to adhere to the following Terms and Conditions while you are employed with this dynamic growth oriented Company. Company reserves the right to change the Terms and Conditions based on the Company's policies.

1. Place of Work

Your base location will be as specified in your offer letter. You may be transferred to any of the Company's other locations anywhere in India or abroad as and when required by the Company.

2. Work week and Hours of Work

Monday to Friday will be observed as a regular Work Week. You will be required to work 40 Hours per week. You will be following the Holiday schedule published for your place of work.

3. Provident Fund, Gratuity and Medical Benefits

You are not eligible for Provident Fund, Gratuity and Medical Benefits during Internship period.

4. Previous Employment Verification

The company reserves the right to verify your documents and background through internal and external agencies. These may include your current and previous employment history, educational and professional credentials. Any discrepancy found will lead to termination of your employment with the Company.

5. Leave

You are eligible for one day leave per calendar month during Internship. Any additional leave availed will be accounted as Loss of pay.

6. Termination of Internship

Your Internship with the Company will be "at will", meaning that either you or the Company may terminate your Internship at any time and for any reason, with or without cause.

Either Party will be allowed to terminate the contract of Internship by giving one month notice in writing, subject however to the Company's right to pay salary in lieu thereof.

However should you sign any service undertaking or agreement with the company as a part of your Internship process, you will be entitled to terminate the Internship contract only after you comply with the terms and conditions of service undertaking or agreement in addition to the notice period mentioned above.

The Company shall have a right to terminate your Internship without any notice and without any compensation in the event of any of the following

- If any of your actions are in breach of the confidentiality
- Breach on your part of any terms and conditions of this contract or any other rules made applicable to you in respect of your Internship with the Company
- Violation on your part of the authenticity and information declared at the time of joining the Company
- If your performance is found wanting and if no improvement is found in your performance in spite of being informed
- If you are found physically or mentally unfit to discharge your duties
- If the company finds it difficult to gainfully employ you due to causes beyond the control of the Company
- Any misconduct on your part
- Failure to carry out any of your duties and obligations

7. Absence from work

In the event of your absence from work for more than two working days without written permission from the Company, it would be assumed that you have voluntarily abandoned the contract with the Company and your contract with the Company would stand terminated. In such an event you shall be liable to pay the salary in lieu of shortfall in notice period and other dues payable to the Company as specified and the Company has right to file for the loss.

8. Confidential Information

During the term of your Internship, you may have access to and become familiar with various confidential information belonging to the Company, its affiliates and customers. You shall acknowledge that such confidential information are owned and shall continue to be owned solely by the Company, its affiliates and customers as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those specifically designated by the Company unless such employee is compelled to disclose it by judicial process.

You will be required, as a condition of your Internship with the Company, to sign the Company's standard Confidential Information and Invention Assignment Agreement.

9. Intellectual Property Rights

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and all the work products including the source code are the properties of MulticoreWare and solely belongs to MulticoreWare and can't be disclosed to anyone other than to the Institution for the Project report purpose or as a part of judicial process. All such disclosures to the Institution for the Project report purpose or for judicial purpose shall have prior written approvals by a MulticoreWare authorized signatory.

10. Outside Activities

During the Internship, you agree that you will not engage in any other employment, consulting or other business activity without the written consent of the Company. In addition, during the Internship, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees or consultants of the Company.

11. Non-Solicitation

On termination of this contract either by the company or yourself, for a period of one year you should not directly or indirectly entice, encourage or otherwise ask Company's current employees to leave their current employment to work with or for another organization or business that competes with the Company or is the customer of the Company.

Yours Faithfully
for **MulticoreWare India (P) Ltd**



Shashikanth Jayaraman
Vice President - Human resources

I have read the above contents
and accept the same

Date :

Name :

INTERNSHIP AGREEMENT

This Internship Agreement (hereinafter referred to as the “**Agreement**”) is made and entered into as of **6th December 2021** at Chennai

BY AND BETWEEN

GLOBAL ANALYTICS INDIA PRIVATE LIMITED, having its registered office at Pacifica Tech Park, 101A, I Floor, No.23, Old Mahabalipuram Road, Navallur, Chennai 603103, through its authorised representative Mr. Mithun Gupta (hereinafter referred to as the “**Company**” and shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its legal representatives, executors, administrators, successors in interest and permitted assigns) of the **ONE PART**;

AND

Mr. Muhymin Farooq Ahmad Konga (PAN- LHYPK1552P), a resident of India, Son of **Mr. Farook Ahmad Koonga** resident of **Bulbul Bagh, Barzulla, Srinagar, Jammu and Kashmir - 190005.**, (hereinafter referred to as the “**Intern**”, which term shall, unless repugnant to the context or meaning thereof, mean and include her authorized representatives, successors-in-interest, nominees and permitted assigns) of the **SECOND PART**.

(The Company and the Intern are hereinafter individually referred to as a “**Party**” and collectively referred to as the “**Parties**”, unless otherwise specifically mentioned)

WHEREAS:

The Company is involved in the business of Financial Technology (hereinafter referred to as the “**Business**”).

- A. The Company offers Internships to students/ freshers in order to assist with expediting its Business and also to enable the students/ freshers to obtain the necessary practical knowledge and learn about the Company’s Business to gain valuable insight and experience.
- B. The Intern has agreed to serve the Company as an Intern for a period of 3rd January 2022 to 31st May 2022 months on the terms and subject to the conditions as set out hereunder.

NOW THEREFORE, in consideration of the foregoing recitals, mutual covenants contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as set forth below:

1. Commencement and Duration:

- 1.1 This Agreement shall commence on 3rd January 2022 and continue until 31st May 2022 whereupon it will automatically terminate (“hereinafter referred to as the “**Term**”) with the Software Engineering department under the mentorship of Mr. Harish Raghavan
- 1.2 The expiry of this Agreement will not constitute a dismissal and the Intern further agrees that nothing in this Agreement will be construed as creating any legitimate expectation of further employment.
- 1.3 Notwithstanding the provisions of Clause 1.1 above, the Company may terminate this Agreement prior to the expiry date mentioned in Clause 1.1 above for any reason including but not limited to instances where the Intern misconducts and does not perform in accordance with the standards set by the Company based on its operational requirements.
- 1.4 The Intern can terminate this Agreement by providing a written notice of 15 days to his mentor.

2. Internship:

- 2.1 The Intern shall perform his duties under the designated Mentor, which shall include approximately nine (9) hours, comprising of onsite work and offsite work as shall be communicated to the Intern from time to time.
- 2.2 The Intern shall report to the mentor assigned in the workplace by the Company in the respective department where the Intern has been provided the Internship. Furthermore, the Intern shall submit a weekly report comprising of all the assigned work by the mentor every week and completed by the Intern.

3. Compensation Fees:

- 3.1 The Company shall pay a monthly Stipend/ compensation of **Rs. 15,000/-** per month subject to applicable tax deduction, if any.
- 3.2 Any extra conveyance charges incurred by the Intern in course of the Internship for its scope of work shall be reimbursed by the Company from time to time.

4. Leaves:

- 4.1 The Intern shall be provided holidays as per the Company Policy and regulations. The Interns shall be expected to attend office on every regular Business Day on which the

Company is operating.

- 4.2 In case of any emergency or health issue the Intern agrees to provide a prior intimation of the same to its respective mentor. The Intern acknowledges that absence from the workplace without any prior notice shall be regarded as a misconduct and may result in termination of the Internship by the Company.

5. Representations and Warranties of the Intern:

- 5.1 The Intern specifically agrees to and acknowledges the following:
- a) This internship is educational in nature and there is no guarantee or expectation that the internship will result in employment. The Company may at any time in its sole discretion, terminate the internship without notice or cause to the Intern.
 - b) The Intern will maintain a regular internship schedule determined by the Intern and the mentor.
 - c) The Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
 - d) The Intern will obey the policies, rules and regulations of the Company and comply with the Company's Business practice and procedures.
 - e) Under no circumstances will the Intern leave the internship without first conferring with the Intern's mentor.
 - f) In consideration of the opportunity afforded to the Intern to participate in the internship program, the Intern hereby agrees that he, his assignees, heirs, guardians and legal representatives, will not make a claim against Company or any of its affiliated organizations or either.

6. Intellectual Property Rights:

- 6.1 The Intern agree that the brands/logos, trademarks, etc., belonging to the Company are the exclusive property of the Company and cannot in any circumstances be used, or copied, or altered in any manner without being specifically authorized in writing by the Company.
- 6.2 The Company shall have all right, title and interest to the Intellectual Property with relation to the work performed/developed by the Intern.
- 6.3 The Intern agrees to make and maintain adequate and current records of all the Company Innovations which shall include processes, machines, compositions of matter, improvements, inventions, works of authorship, information fixed in any tangible medium of expression, moral rights, trademarks, trade names, know-how, ideas and all other subject

matter protectable under patent, copyright, trademark, trade secret or other laws and shall mean Innovations that the Intern, solely or jointly with others, conceives, reduces to practice, creates, derives, develops or makes within the scope of Intern's work for the Company under this Agreement., which records shall be and remain the sole property of the Company.

7. **Confidentiality:**

The Intern acknowledges and agrees that in connection with this Agreement, he will have access to Confidential Information of the Company and hereby agrees not to disclose any Confidential Information to any third party and not to use any such Confidential Information for any purpose other than as strictly required for performance under this Agreement. All such Confidential Information is and shall remain the exclusive property of the Company and no license shall be granted or implied with respect to such Confidential Information by reason of the Interns access to such Confidential Information.

8. **Indemnification:**

The Intern hereby indemnifies, hold harmless & undertakes to defend the Company, its affiliates and their respective employees, officers and directors against any claim including but not limited to damages, costs and expenses as a result of such claim with regard to any claim on account of an alleged breach of any of the terms of this Agreement and security of data occurring as a result of acts of omissions or commission of the Intern.

9. **Independent Parties:**

The Parties are independent contracting parties and will have no power or authority to assume or create any obligation or responsibility on behalf of each other. This Agreement will not be construed to create or imply any partnership, agency or joint venture, or employer-employee relationship.

10. **Prohibition on Assignment:**

This Agreement shall not be assigned, subcontracted or transferred without the prior written consent of the Company. Any attempted assignment in violation hereof shall be null and void.

11. **Amendment:**

Any provision of this Agreement may be amended or waived if, and only if such amendment or waiver is in writing and signed by the Parties.

12. **Governing Law & Jurisdiction:**

This Agreement shall be governed by the laws in India and courts in Noida only shall have exclusive jurisdiction over matters relating to or arising from this Agreement.

IN WITNESS WHEREOF the Parties hereto have executed this Agreement on the date and the year first hereinabove written.

For and on behalf of the Company	For and on behalf of the Consultant
Signature 	Signature
Name: Mr. Mithun Gupta Designation: Director - Human Resources	Name: Designation:
<u>Witness 1:</u> Signature: Name: Address:	<u>Witness 2:</u> Signature: Name: Address:



Jayanth S
Jan 30, 2022

Dear Jayanth,

We are pleased to extend to you an offer of internship with **Tiger Analytics India Consulting Private Limited** (the **Company**).

This contract is valid only for the period of internship, and you will be required to sign a separate contract should you take up a full-time role with the Company.

Your internship is subject to the following terms and conditions:

1. Date of Commencement

The internship is for a period of 4 Months - Feb 21, 2022 to Jun 30, 2022

2. Place of Work

Your internship will be administered remotely.

3. Stipend

You will be paid a stipend of INR 30000 (pre-tax) per month during your internship. This will be deposited into your bank account.

4. Benefits

Benefits available to full-time employees such as Provident Fund and Medical Insurance are not applicable to Interns.

5. Leave Entitlements

During your internship period, you are entitled to leave as approved by your manager. Leave cannot be encashed.

6. Safety

The Company is committed to providing a safe working environment for all employees and therefore required to abide by all safety rules and procedures operating within the Company.

7. Conduct

You will be expected to dress appropriately for a business setting. Business casual attire as outlined below is considered appropriate:

- a. A collared shirt, pants, and shoes for men
- b. Equivalent Indian or Western business casuals for women

Behaviour unbecoming of a business environment (as perceived the Company) will not be tolerated and might lead to termination of employment.



8. Confidentiality

During your employment with the Company, you will make use of Confidential Information in carrying out your duties. Without limitation, "Confidential Information" includes:

1. Information relating to the goods and services and proprietary techniques provided by the Company and clients of the Company
2. All information concerning the business, its methods of operation, marketing and other activities
3. All databases, lists compiled by the company, client proposals, reports, software, algorithms, and computer programs
4. Competitive and financial information concerning the business, which is not in the public domain
5. Information concerning the business of the Company's clients

You must not, whether during employment or after termination of your employment with the Company, without written authority, divulge 'Confidential Information' to anyone other than an employee authorized to receive the information, or use such information for your own personal gain.

9. Inventions and Copyright

You assign to the Company your entire right, title and interest in and to any copyright and any industrial or intellectual property rights in any and all works, designs, computer programs, inventions, processes, concepts, strategies, plans and lists (Confidential Property) which (either solely or jointly with others) you have developed or may develop during and/or as a result of your employment with the Company.

You also agree promptly to disclose to the Company or to its attorneys any and all such Confidential Property developed by you and agree to execute upon demand, at the expense of the Company, all documents which may be desirable to secure to the Company the best copyright, patent or other protection in India and elsewhere and/or rights relating to such Confidential Property.

10. Following End of Internship

a. Confidentiality

You agree that upon termination of your internship with the Company you shall return to the Company:

- a. All documents and any other materials constituting or containing Confidential Property or Confidential Information including, without limitation, customers or contacts, correspondence and other written material relating to Confidential Information or Confidential Property and that you will not retain any such documents or material or copies of such documents or material
- b. Company mobile phone or other electronic telecommunications devices that the company has issued to you. The telephone number of the company owned telecommunications devices will remain property of the company

TIGER ANALYTICS INDIA CONSULTING PVT LTD
(CIN: U74999TN2021FTC146673)

**RMZ Millenia Business Park-2,Campus 5(2nd Floor) No. 143, Kandanchavadi,
MGR Road, Perungudi, Chennai 600096. www.tigeranalytics.com**



- c. And other property of the Company including, without limitation, security access cards, credit cards, computers and computer software (which must be deleted immediately from any storage device owned by you).

- b. Non-rendering of services to clients

You also agree that you will not, during your employment with the Company or Group and for a period of twelve months after termination, contact, or assist anyone else to contact, any Client of the Company with a view to obtaining business from those Clients; or to persuade those Clients to cease to do business with the Company or to reduce the amount of business which any such Clients has customarily done or is reasonable expected to do with the Company.

The definition of Client includes any prospective client to whom you or the Company has made a formal presentation at any time during the twelve months immediately preceding termination.

You also agree that, if such clients approach you in that period, you will inform them of this agreement and refer them to the appropriate person at the Company.

- c. Non-hire of staff

You also agree that, for six months following termination of your employment with the Company, you will not hire or encourage a third party to hire any member of staff of the Company.

11. Invalidity

In any terms of provisions in this agreement shall be held illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part shall to that extent be deemed not to form part of this agreement but the enforceability of the remainder of this agreement shall not be affected.

12. Variation

The terms of this contract of employment may be varied by the Company from time to time. You will be notified of any variations.

13. Adherence to Company Policies

When you join the Company, it will also be a condition of employment that you review and adhere to company policies which you will be notified of subsequently. You agree to adhere to the Company's project financing contracts (e.g. BOT) with the clients.

14. Governing Laws and Jurisdiction

This contract will be governed by the law in force in Chennai, India.



15. Personal Information and Consent

By accepting this offer, you are giving your implicit consent to Tiger Analytics to collect and use your personal information for business purposes. Your personal information may be shared with the Clients and prospective Clients of Tiger Analytics as a part of selection or onboarding process to work in projects. Tiger Analytics will also share your personal information with a third party for carrying out the background verification as required. Tiger Analytics will store your employment, financial and personal information during the period of employment and for Data Retention Period after your separation, as per the data retention policy to comply with statutory requirements.

16. Acceptance

Please sign this letter signifying your acceptance of the appointment and the conditions of service specified in this letter.

We are pleased to welcome you to the Company. If the preceding terms and conditions of your employment with the Company are acceptable to you, please indicate your acceptance by initialing each page and signing the last page of the attached copy and returning it to me.

Regards

G. Pradeep Kumar

Pradeep Gulipalli

General Manager

Tiger Analytics India LLP



Acknowledgement

I, the employee, acknowledge and understand the terms and conditions contained in this agreement, and I was given a copy of the intended agreement and given a reasonable opportunity to seek independent advice before I entered it. I was not induced to enter this agreement by any oppressive means, undue influence or duress by the Company.

Name : Jayanth S

Signature : *J.S. Jayanth S*

Date : 01.02.2022



Jayanth S
Jan 30, 2022

Dear Jayanth,

We are pleased to extend to you an offer of internship with **Tiger Analytics India Consulting Private Limited** (the **Company**).

This contract is valid only for the period of internship, and you will be required to sign a separate contract should you take up a full-time role with the Company.

Your internship is subject to the following terms and conditions:

1. Date of Commencement

The internship is for a period of 4 Months - Feb 21, 2022 to Jun 30, 2022

2. Place of Work

Your internship will be administered remotely.

3. Stipend

You will be paid a stipend of INR 30000 (pre-tax) per month during your internship. This will be deposited into your bank account.

4. Benefits

Benefits available to full-time employees such as Provident Fund and Medical Insurance are not applicable to Interns.

5. Leave Entitlements

During your internship period, you are entitled to leave as approved by your manager. Leave cannot be encashed.

6. Safety

The Company is committed to providing a safe working environment for all employees and therefore required to abide by all safety rules and procedures operating within the Company.

7. Conduct

You will be expected to dress appropriately for a business setting. Business casual attire as outlined below is considered appropriate:

- a. A collared shirt, pants, and shoes for men
- b. Equivalent Indian or Western business casuals for women

Behaviour unbecoming of a business environment (as perceived the Company) will not be tolerated and might lead to termination of employment.



8. Confidentiality

During your employment with the Company, you will make use of Confidential Information in carrying out your duties. Without limitation, "Confidential Information" includes:

1. Information relating to the goods and services and proprietary techniques provided by the Company and clients of the Company
2. All information concerning the business, its methods of operation, marketing and other activities
3. All databases, lists compiled by the company, client proposals, reports, software, algorithms, and computer programs
4. Competitive and financial information concerning the business, which is not in the public domain
5. Information concerning the business of the Company's clients

You must not, whether during employment or after termination of your employment with the Company, without written authority, divulge 'Confidential Information' to anyone other than an employee authorized to receive the information, or use such information for your own personal gain.

9. Inventions and Copyright

You assign to the Company your entire right, title and interest in and to any copyright and any industrial or intellectual property rights in any and all works, designs, computer programs, inventions, processes, concepts, strategies, plans and lists (Confidential Property) which (either solely or jointly with others) you have developed or may develop during and/or as a result of your employment with the Company.

You also agree promptly to disclose to the Company or to its attorneys any and all such Confidential Property developed by you and agree to execute upon demand, at the expense of the Company, all documents which may be desirable to secure to the Company the best copyright, patent or other protection in India and elsewhere and/or rights relating to such Confidential Property.

10. Following End of Internship

a. Confidentiality

You agree that upon termination of your internship with the Company you shall return to the Company:

- a. All documents and any other materials constituting or containing Confidential Property or Confidential Information including, without limitation, customers or contacts, correspondence and other written material relating to Confidential Information or Confidential Property and that you will not retain any such documents or material or copies of such documents or material
- b. Company mobile phone or other electronic telecommunications devices that the company has issued to you. The telephone number of the company owned telecommunications devices will remain property of the company

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MGR Road, Perungudi, Chennai 600096. www.tigeranalytics.com**



- c. And other property of the Company including, without limitation, security access cards, credit cards, computers and computer software (which must be deleted immediately from any storage device owned by you).

- b. Non-rendering of services to clients

You also agree that you will not, during your employment with the Company or Group and for a period of twelve months after termination, contact, or assist anyone else to contact, any Client of the Company with a view to obtaining business from those Clients; or to persuade those Clients to cease to do business with the Company or to reduce the amount of business which any such Clients has customarily done or is reasonable expected to do with the Company.

The definition of Client includes any prospective client to whom you or the Company has made a formal presentation at any time during the twelve months immediately preceding termination.

You also agree that, if such clients approach you in that period, you will inform them of this agreement and refer them to the appropriate person at the Company.

- c. Non-hire of staff

You also agree that, for six months following termination of your employment with the Company, you will not hire or encourage a third party to hire any member of staff of the Company.

11. Invalidity

In any terms of provisions in this agreement shall be held illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part shall to that extent be deemed not to form part of this agreement but the enforceability of the remainder of this agreement shall not be affected.

12. Variation

The terms of this contract of employment may be varied by the Company from time to time. You will be notified of any variations.

13. Adherence to Company Policies

When you join the Company, it will also be a condition of employment that you review and adhere to company policies which you will be notified of subsequently. You agree to adhere to the Company's project financing contracts (e.g. BOT) with the clients.

14. Governing Laws and Jurisdiction

This contract will be governed by the law in force in Chennai, India.



15. Personal Information and Consent

By accepting this offer, you are giving your implicit consent to Tiger Analytics to collect and use your personal information for business purposes. Your personal information may be shared with the Clients and prospective Clients of Tiger Analytics as a part of selection or onboarding process to work in projects. Tiger Analytics will also share your personal information with a third party for carrying out the background verification as required. Tiger Analytics will store your employment, financial and personal information during the period of employment and for Data Retention Period after your separation, as per the data retention policy to comply with statutory requirements.

16. Acceptance

Please sign this letter signifying your acceptance of the appointment and the conditions of service specified in this letter.

We are pleased to welcome you to the Company. If the preceding terms and conditions of your employment with the Company are acceptable to you, please indicate your acceptance by initialing each page and signing the last page of the attached copy and returning it to me.

Regards

G. Pradeep Kumar

Pradeep Gulipalli

General Manager

Tiger Analytics India LLP



Acknowledgement

I, the employee, acknowledge and understand the terms and conditions contained in this agreement, and I was given a copy of the intended agreement and given a reasonable opportunity to seek independent advice before I entered it. I was not induced to enter this agreement by any oppressive means, undue influence or duress by the Company.

Name : Jayanth S

Signature : *J.S. Jayanth S*

Date : 01.02.2022



October 26, 2021

Mathipriya S,
54, P. N. G Nagar,
Mahalingapuram,
Pollachi – 642002

Dear Mathipriya,

Sub: Your Internship offer at Trimble Information Technologies India Private Limited

We are pleased to offer you an Internship offer of 'Graduate Technical Intern' at our facility in Chennai. We would like you to begin your internship with us on **January 3, 2022** for a period of 6 months.

You will be paid consolidated fee of INR 25,000 (Indian Rupees Twenty Five thousand only) per month during your internship period; subject to income Tax deduction applicable as per the Income Tax Act. You would not be eligible for any other benefits or perks during your internship period.

You will be considered for a full time employment with Trimble Information Technologies India Private Limited on successful completion of your internship, subject to your performance during the internship period and our business needs.

During your internship service with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.

While performing your duties, you will come across information about the firm's business of private or confidential nature. Since such information is not for use outside the company premises or outside the purview of the operations of the company, we would trust you will not divulge such information. We also hope that you will not without explicit permission from the respective Managers take out of company premises any information, floppies, documents etc., related to the software products, systems etc., developed by you or use them for your own and personal benefit either during your services with Trimble Information Technologies India Private Limited or after cessation of your employment.

As an intern at Trimble Information Technologies India Private Limited, the code of conduct requires that you do not divulge the secrets of the company or the technical know-how for your benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.

CIN: U72300TN1999PTC043647

Registered Office: Module No.603-604, 6th Floor, C Block Tidel Park - No.4, Rajiv Gandhi Salai, Taramani, Chennai - 600 113 - India
Tel: +91 44 2254 1941 / 43 / 61 / 63 - Fax: +91 44 2254 1942 - www.trimble.com

Branch Offices: Module No.503-504 & 703-704, 5th & 7th Floors, C Block, Tidel Park - No.4, Rajiv Gandhi Salai, Taramani, Chennai - 600 113.
Vikram Monarch, CTS No. 1115-A/1, 10th floor, GaneshKhind Road, Shivajinagar, Pune – 411 016, Maharashtra, India. Tel: +91 20 4917 4900
1st Floor, No.23, Sankey Road, Lower Palace Orchards, Sadashivanagar, Bangalore 560 003, Karnataka, India. Tel: +91 80 23348088

Your internship can be terminated within 10 Business days' notice if your work performance is found to be unsatisfactory and/or you breach any of the company rules

The rules and regulations of service of the Company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.

By accepting this internship offer, you are obligated to adhere to our company policies pertaining but not restricted to non-disclosure, intellectual property right, Code of Conduct, work ethics and drug free work place.

You are advised to submit the following documents at the time of Joining:

- Copy of your educational Certificates (SSLC, HSc, Graduation & Post Graduation)
- Copy of all pages of your passport
- 2 Passport size latest photos
- ID proof-Pan Card

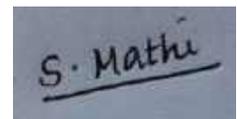
The contents of this offer and the details of fee etc. are highly confidential and therefore should be discussed only with your Manager or HR.

Please return the duplicate of this internship appointment letter duly signed by you on all pages in token of your having accepted the terms and conditions mentioned above.

For Trimble Information Technologies India Private Limited



Authorized signatory



Mathipriya S

CIN: U72300TN1999PTC043647

Registered Office: Module No.603-604, 6th Floor, C Block Tidel Park - No.4, Rajiv Gandhi Salai, Taramani, Chennai - 600 113 - India
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Vikram Monarch, CTS No. 1115-A/1, 10th floor, GaneshKhind Road, Shivajinagar, Pune – 411 016, Maharashtra, India. Tel: +91 20 4917 4900
1st Floor, No.23, Sankey Road, Lower Palace Orchards, Sadashivanagar, Bangalore 560 003, Karnataka, India. Tel: +91 80 23348088

9-Sep-2021

Ms. Naveena M
1/67 Karavalli
Vazhavandhicombai Naducombai(Po)
Sendhamangalam(Tk)
Namakkal(Dt) 637404
Moblie: +91 9940904133
Email: naveenaeniya2000@gmail.com

Dear Naveena,

With reference to your interest and subsequent assessments, we are pleased to offer you a Project Internship as a part of your curriculum. The internship is for a period of five months from the date of joining . You shall report to the Engineering manager and be based out of Chennai.

During the internship period, you will be paid a stipend of ₹10,000 (Rupees Ten Thousand only) per month. Additionally, you could qualify for a one-time incentive subject to satisfactory assessment of your overall internship. This one-time incentive could be paid either at the end of the internship period at a quantum not exceeding Rs. 25,000 (Rupees twenty-five thousand only) or upon completing six months of employment if your internship is commuted to a full-time employment with us. In case of commutation to full time employment, the quantum shall not exceed Rs. 50,000 (Rupees fifty thousand only). Prevailing income tax rules shall apply. The quantum and pay-out shall be approved by your reporting manager solely based on your performance during the internship.

After reading through this offer document including the terms and conditions, please confirm your acceptance by email within 5 days of receiving this offer letter failing which, we reserve the right to rescind the offer.

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and you are expected to abide by our confidentiality policy.

At the time of joining, you are requested to furnish copies of certificates and mark sheets of your academic credentials along with a consent letter from your institution for our records. The originals of the same would be required for scrutiny. Internship is subject to the verification of above documents.

We wish you all success and look forward to a good Internship engagement

Yours Faithfully
for **MulticoreWare India (P) Ltd**



Shashikantn Jayaraman
Vice President - Human Resources

I have read the contents
and accepted the Internship

Naveena M

Encl: Terms & Conditions of Project Internship

MulticoreWare India (P) Ltd - Terms and Conditions of Internship

Following are the Terms and Conditions of your Internship with MulticoreWare India (P) Ltd. You are expected to adhere to the following Terms and Conditions while you are employed with this dynamic growth oriented Company. Company reserves the right to change the Terms and Conditions based on the Company's policies.

1. Place of Work

Your base location will be as specified in your offer letter. You may be transferred to any of the Company's other locations anywhere in India or abroad as and when required by the Company.

2. Work week and Hours of Work

Monday to Friday will be observed as a regular Work Week. You will be required to work 40 Hours per week. You will be following the Holiday schedule published for your place of work.

3. Provident Fund, Gratuity and Medical Benefits

You are not eligible for Provident Fund, Gratuity and Medical Benefits during Internship period.

4. Previous Employment Verification

The company reserves the right to verify your documents and background through internal and external agencies. These may include your current and previous employment history, educational and professional credentials. Any discrepancy found will lead to termination of your employment with the Company.

5. Leave

You are eligible for one day leave per calendar month during Internship. Any additional leave availed will be accounted as Loss of pay.

6. Termination of Internship

Your Internship with the Company will be "at will", meaning that either you or the Company may terminate your Internship at any time and for any reason, with or without cause.

Either Party will be allowed to terminate the contract of Internship by giving one month notice in writing, subject however to the Company's right to pay salary in lieu thereof.

However should you sign any service undertaking or agreement with the company as a part of your Internship process, you will be entitled to terminate the Internship contract only after you comply with the terms and conditions of service undertaking or agreement in addition to the notice period mentioned above.

The Company shall have a right to terminate your Internship without any notice and without any compensation in the event of any of the following

- If any of your actions are in breach of the confidentiality
- Breach on your part of any terms and conditions of this contract or any other rules made applicable to you in respect of your Internship with the Company
- Violation on your part of the authenticity and information declared at the time of joining the Company
- If your performance is found wanting and if no improvement is found in your performance in spite of being informed
- If you are found physically or mentally unfit to discharge your duties
- If the company finds it difficult to gainfully employ you due to causes beyond the control of the Company
- Any misconduct on your part
- Failure to carry out any of your duties and obligations

7. Absence from work

In the event of your absence from work for more than two working days without written permission from the Company, it would be assumed that you have voluntarily abandoned the contract with the Company and your contract with the Company would stand terminated. In such an event you shall be liable to pay the salary in lieu of shortfall in notice period and other dues payable to the Company as specified and the Company has right to file for the loss.

8. Confidential Information

During the term of your Internship, you may have access to and become familiar with various confidential information belonging to the Company, its affiliates and customers. You shall acknowledge that such confidential information are owned and shall continue to be owned solely by the Company, its affiliates and customers as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those specifically designated by the Company unless such employee is compelled to disclose it by judicial process.

You will be required, as a condition of your Internship with the Company, to sign the Company's standard Confidential Information and Invention Assignment Agreement.

9. Intellectual Property Rights

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and all the work products including the source code are the properties of MulticoreWare and solely belongs to MulticoreWare and can't be disclosed to anyone other than to the Institution for the Project report purpose or as a part of judicial process. All such disclosures to the Institution for the Project report purpose or for judicial purpose shall have prior written approvals by a MulticoreWare authorized signatory.

10. Outside Activities

During the Internship, you agree that you will not engage in any other employment, consulting or other business activity without the written consent of the Company. In addition, during the Internship, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees or consultants of the Company.

11. Non-Solicitation

On termination of this contract either by the company or yourself, for a period of one year you should not directly or indirectly entice, encourage or otherwise ask Company's current employees to leave their current employment to work with or for another organization or business that competes with the Company or is the customer of the Company.

Yours Faithfully
for **MulticoreWare India (P) Ltd**



Shashikanth Jayaraman
Vice President - Human resources

I have read the above contents
and accept the same

Date :

Name :



18-Jan-2022

Niveethitha S
B.E. Computer Science & Engineering
Coimbatore Institute of Technology, Coimbatore

Dear Niveethitha S,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Date: 09-Dec-2021

To

Mr.SAAJAN S,
13/55, GKS NAGAR, BOMMANAMPALAYAM,
THONDAMUTHUR ROAD,
COIMBATORE-641046, TAMIL NADU.

Dear **Mr.SAAJAN S,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY).** The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.720000/- (RUPEES SEVEN LAKH TWENTY THOUSAND ONLY).** The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.





ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and 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. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things 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. You 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.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.





NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A “Competitor” is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An “SI Partner” is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
 2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
 3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
 4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
 5. If you have violated the Company’s policies;
 6. If the result of any reference or background check is unsatisfactory;
 7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
 8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;
- Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are 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.





VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **08-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For Zoho Corporation Private Limited

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:	Date of Offer acceptance:	10 Dec 2021
Name : 	Place :	Coimbatore

