

Coimbatore Institute of Technology, Coimbatore
Department of Software Systems
2019 - 2024 Batch
VII sem internship (June 2022 - Nov 2022)

S.No.	Reg. No	Name
1	1931001	AATHISH.M.
2	1931002	ADARSH.S.
3	1931003	AHALYA.R.
4	1931004	AJHAY.V.
5	1931005	AKSHAYA.D.A
6	1931006	CHETHANA.S.
7	1931007	GOKUL.J.
8	1931008	GOPIKA MEENA.S.
9	1931009	GUNABARATHI.R.
10	1931010	HARSHITH.S.
11	1931011	HITESH KUMAAR.S
12	1931012	IVAN HERALD.W.
13	1931013	JOTHIRUPA.R.
14	1931014	KAMALA.P.L.
15	1931015	KARTHIK RAJA K
16	1931017	KEERTHANA.V
17	1931018	KRSHNA PRIYA.R.
18	1931019	MIDHUN CHAKKARAVARTHY.K.
19	1931020	MITHUN VINAYAK.H.
20	1931021	MOHAMED SIMAR M
21	1931022	MOHAN PRASAATH S
22	1931023	MONISHA.K.
23	1931024	MRITHIKA G R
24	1931025	NITHYASRI KANNATHAL.EL.
25	1931026	PHAVYA J
26	1931027	POOJA SHRI.M.S

27	1931028	PRASATH.R.K.
28	1931029	PRATHEEKSHA.K.S
29	1931030	PUVANESH.B
30	1931031	RAMANAN.S.K.
31	1931032	SACCHIN ADARSH V S
32	1931033	SANGAVI.R.
33	1931034	SATHYA SRI A
34	1931035	SESHA VIGNESH V
35	1931036	SHANKARA NARAYANAA P
36	1931037	SHARMILA.K.A.
37	1931038	SHIYAAM.J.O.
38	1931039	SHRI HARITHA.S
39	1931040	SNEHA.M.
40	1931041	SREE DHARSHNI.V.S.
41	1931042	SRI ABINAYA.S
42	1931043	SRIDHAR RAJ.S.
43	1931044	SRINITHI B
44	1931045	SUJITH D
45	1931046	SUVEETHA.V.
46	1931047	SWARNALAKSHMI.D.
47	1931048	TISSYASHRI.S.
48	1931049	VARSHA.A.
49	1931050	VIGNESH.R
50	1931051	VIKASH V
51	1931052	VINEETH.J
52	1931053	VISHNU
53	1931054	YAAMINI SAMYUGTHA.D.



TO WHOMSOEVER IT MAY CONCERN

09th December 2022

This is to certify that **Mr. Aathish.M (1931001)** is doing his internship with KYRO-SAAS Technologies Private Limited as Software Development Engineer. As apart of his internship, he is designing and building a Web application as **Construction Job-site Management Tool**, from the period **31st Oct 2022** to **30th Dec 2022**.

For KYRO-SAAS Technologies

DocuSigned by:
Jyotibasu Chandrabasu
TC3882F590484A8...

Name: Jyotibasu Chandrabasu

Title: Chief Software Architect

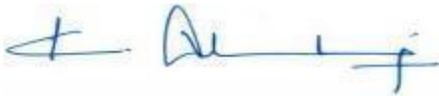
TO WHOM IT MAY CONCERN

26th October 2022

This is to certify that **Mr . AATHISH M (Register no: 1931001)** has successfully completed his internship as **Cloud JS Intern** on his project assignment **“Wealthflux Mobile Application”** with **OptiSol Business Solutions Private Limited** located at **Baid Hi-Tech Park, Thiruvanmiyur, Chennai**. His internship tenure was from **07th July 2022 to 26th October 2022**.

His performance during this internship has been exemplary. He showed good aptitude and motivation to learn new technology stacks and had been a great addition to our team. We wish his all the very best in his future endeavours.

For OptiSol Business Solutions Private Limited



Vaishnavi Devi K

HR Executive



Bosch Global Software
Technologies,
358, 1, Hosur Rd, Ayappa Garden,
Adugodi, Bengaluru, Karnataka,
India

TO WHOMSOEVER IT MAY CONCERN

30 NOVEMBER 2022

This is to certify that "CHETHANA MOORTHY (1931006)" has done her Internship with Bosch Global Software Technologies PVT LTD as Project Trainee **(MS/ESD-BEG2)**.

As a part of her internship, she has been working on the topic "BASE SOFTWARE SAFETY TESTING IN MID-RANGE RADAR", from the period of JULY 4 to NOVEMBER 30", 2022, with an attendance percentage of 98.

BALAJI THIRUKKOVALLURI
PROJECT MENTOR

REKHA HANUMANTMAIAH
REPORTING MANAGER

CHETHANA MOORTHY
STUDENT

Bosch Global Software Technologies PVT LTD
358, 1, Hosur Rd, Ayappa Garden, Adugodi, Bengaluru, Karnataka
[bosch softwa etechno o es co](http://boschsoftwaresolutions.com)

14th December 2022

Gokul J

E : gokuljaya2001@gmail.com

P : +91 9080449093

Internship Certificate

Dear **Gokul J.**,

Greetings!

This is to certify that Gokul J. with Roll No. 1931007 from Coimbatore Institute of Technology is under internship program on the topic "Jugl Business Mobile Application Testing" from 01-Aug-2022 to 31-Dec-2022 under the guidance of Mrs. Nalina Anand (Specialist - QA)

Yours Sincerely,

For Joiiint Inc. d/b/a Jugl,



Arul Selvi R.

Program Manager



Phone

+1 833-356-4468



Email

hr@jugl.com



Address

2770 Main Street, Suite 93,
Frisco, TX 75033 USA



Dec 05, 2022

To Whom It May Concern

This is to certify that Gopika Meena Sankaranarayanan (19 31 008), pursuing her Fourth Year, M.Sc. Software Systems at Coimbatore Institute of Technology, is undergoing her Seventh Semester internship from July 4*, 2022, scheduled to be completed on December 30th, 2022, at KLA-Tencor Software India Pvt. Ltd., Chennai with the project titled Cross-platform UI Controls Migration under the guidance of Mr. Alagarsamy **Chinnathambi**, Manager, CPG Division. Her performance during the project was found to be satisfactory and achieved the project goals.

Sincerely

A handwritten signature in blue ink, appearing to read 'Alagarsamy Chinnathambi', written in a cursive style.

ALAGARSAMY CHINNATHAMBI

Manager, Software Engineering

TO WHOM IT MAY CONCERN

07th December 2022

This is to certify that **Mr. Guna Barathi R (Register no: 1931009)** has successfully completed his internship program as **Full Stack Developer** on his project assignment “**Design and Implementation of Services management and Trustflow web application for Customers**” with **OptiSol Business Solutions Private Limited** located at Baid Hi-Tech Park, Thiruvanmiyur, Chennai. His internship tenure was from **07th July 2022 to 07th December 2022.**

His performance during this internship has been exemplary. He showed good aptitude and motivation to learn new technology stacks and had been a great addition to our team. We wish him all the very best in his future endeavours.

For OptiSol Business Solutions Private Limited



Vaishnavi Devi K

HR Executive

OptiSol Business Solutions Pvt. Ltd.,



Internship Completion Letter

To WHOMEVER IT MAY CONCERN,

It is to certify that **Mr. Ivan herald** with roll number 1931012 from Coimbatore Institute of Technology has successfully completed the internship in Zealev DC-Tech Pvt Ltd from July 2022 to November 2022 in the domain of full stack development for the project Central Management System for Electric Vehicle Charging Infrastructure.

During the internship Ivan has created the DC network management dashboard with the AWS cloud and completed the frontend development with React programming language.

Best of luck for your future endeavour.

Regards,

Vikash

Director
Zealev DC-Tech

For ZEALEV DC-TECH PVT. LTD.



Director

Zealev DC-Tech Pvt. Ltd.
IC D Block 3rd Floor IIT Madras Research Park
Kanagam Road Taramani Chennai – 600 115 Tam il Nadu, India
Phone: +91 105600 1710
Email: jilendra@zealev.com



Deceraber 4, 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that a project entitled 'Micro Data Service' has been carried out by Ms. **Jottirupa R** (Reg. No: 1931013), pursuing M.Sc Software Systems (4* year) in Coimbatore Institute of Technology at Satyukt Analytics Pvt. Ltd. Bangalore. She has been working with the organization since 04* of July 2022 as a full time intern on the above project, and is expected to finish the internship on 4* of January 2023.

A circular stamp from Satyukt Analytics Pvt. Ltd. Bangalore, featuring a signature and the name "Purva Hattekar" with the title "Technical Lead" below it.

Sincerely,
Purva Hattekar
Technical Lead

Satyukt Analytics Pvt. Ltd.
CIN:U0110£IKA2018PTC114677
g117, 2nd Noor, Ashwin Arcade, Sanjay Nagar main Raad, Ashwath Nagar, Bangalore 560094
Email: contact@satyukt.com, Contact No.: •91 6970700345, www.satyukt.com

TO WHOM IT MAY CONCERN

07th December 2022

This is to certify that **Ms. Kamala PL (Register no: 1931014)** has successfully completed her internship program as **Full Stack Developer** on her project assignment “**IKE-GPS Automation of Utility Poles Audit and Recognition**” with **OptiSol Business Solutions Private Limited** located at Baid Hi-Tech Park, Thiruvanimiyur, Chennai. Her internship tenure was from **07th July 2022 to 07th December 2022**.

Her performance during this internship has been exemplary. She showed good aptitude and motivation to learn new technology stacks and had been a great addition to our team. We wish her all the very best in her future endeavours.

For OptiSol Business Solutions Private Limited



Vaishnavi Devi K

HR Executive



Bosch Global SoftwareTechnologies.
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA

TO WHOMSOEVER IT MAY CONCERN

28th NOVEMBER 2022

This is to certify that **KEERTHANA V (1931017)** has done her Internship with **Bosch Global Software Technologies PVT LTD** as **Project Trainee**. As a part of her internship, she worked on the topic "**PYVAL**" a tool based on python for product SW validation, from the period of **4th July, 2022** to **15th December 2022**.

pki, BOSCH,
APAC, S, H,
Shashikanth.GS

Digitally signed by
pki, BOSCH, APAC, S,
H, Shashikanth.GS
Date: 2022.12.01
20:15:01 +05'30'

SHASHIKANTH G S (MS/EXP-XC)
PROJECT MENTOR

Bosch Global Software Technologies PVT LTD

Bosch, Industrial Layout, Hosur Road, Koramangala, Bengaluru– 560095.

www.bosch-softwaretechnologies.com



24 November 2022

To Whomsoever It May Concern:

This is to certify that Miss. **Krshna priya R**, Emp ID NF-INT-073 & Roll Number: 1931018 is a Software Engineer Intern of nference Labs Private Limited (*a subsidiary of nference Inc*), doing an internship on the project title “Calculate statistics and comparisons between versions in Entity knowledge graph” from 11 July 2022 and will be completed on 30 December 2022.

We would like to remind you that the content of customer files, lists, non-published financial information etc. obtained in the course of employment cannot be divulged as per the provisions of the Non-Disclosure and Non-Competing agreements signed by you.

This letter is issued as an Internship Certificate for the college purpose only.

Sincerely,

A handwritten signature in black ink that reads "Sangita Gupta".

Sangita Gupta
Director HR

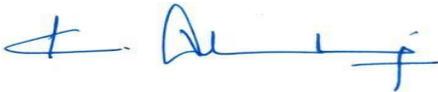
TO WHOM IT MAY CONCERN

07th December 2022

This is to certify that **Mr. Mithun Vinayak H (Register no: 1931020)** has successfully completed his internship program as **Full Stack Developer** on his project assignment **“Metrics Dashboard”** with **OptiSol Business Solutions Private Limited** located at Baid Hi-Tech Park, Thiruvanmiyur, Chennai. His internship tenure was from **07th July 2022 to 07th December 2022.**

His performance during this internship has been exemplary. He showed good aptitude and motivation to learn new technology stacks and had been a great addition to our team. We wish him all the very best in his future endeavours.

For OptiSol Business Solutions Private Limited



Vaishnavi Devi K

HR Executive

OptiSol Business Solutions Pvt. Ltd.,



TO WHOMSOEVER IT MAY CONCERN

09TH December 2022

This is to certify that Mr. Mohan Prasaath.S (1931022) is doing his internship with KYRO-SAAS Technologies Private Limited as Software Development Engineer. As a part of his internship, he is designing **KYRO'S website and KYRO'S Construction Project Management Tool**, from the period 28th Oct 2022 to 30th Dec 2022

For KYRO-SAAS Technologies

DocuSigned by:
Jyotibasus Chandrabasu
1C3862F590484A8...

Name: Jyotibasus Chandrabasu

Title: Chief Software Architect.

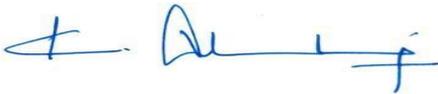
TO WHOM IT MAY CONCERN

07th December 2022

This is to certify that **Mr. Mohan prasaath S(Register no: 1931022)** has successfully completed his internship as **Cloud JS Intern** on his project assignment "**Wealthflow Mobile Application**" with **OptiSol Business Solutions Private Limited** located at **Baid Hi-Tech Park, Thiruvanmiyur, Chennai**. His internship tenure was from **07th July 2022 to 26th October 2022**.

His performance during this internship has been exemplary. He showed good aptitude and motivation to learn new technology stacks and had been a great addition to our team. We wish him all the very best in his future endeavours.

For OptiSol Business Solutions Private Limited



Vaishnavi Devi K

HR Executive

December 09, 2022

To WfIOMSOEVER IT MAY COhICERg

This to state that Ms. Mrtthika G R., Register to - 9“J1024, MSt Software Systems student from “Coimbatore Institute of Technology” has successfully completed her Internship project entitleci “CPAP - Patient Engagement System” in our company between July 04, 2022 to Decemb+r 09, 2022.

We 'ish her every success in life.

For RND Softech Private Limited,



Asst Manager HRD and ADM

RND SOFTECH PRIVATE LIMITED

S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 03S, India.

Tel : +91 85264 41408, 85264 44409, CIN : U72200T21998PTC008407, GSTIN : 33AABCR4 136Q1Z 5, IECN : 3899000099

Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

TO WHOM IT MAY CONCERN

07th December 2022

This is to certify that **Ms. Pooja Shri M S (Register no: 1931027)** has successfully completed her internship program as **Full Stack Developer** on her project assignment **“Project Metrics Dashboard (PMO Automation)”** with **OptiSol Business Solutions Private Limited** located at Baid Hi-Tech Park, Thiruvanmiyur, Chennai. Her internship tenure was from **07th July 2022 to 07th December 2022**.

Her performance during this internship has been exemplary. She showed good aptitude and motivation to learn new technology stacks and had been a great addition to our team. We wish her all the very best in her future endeavours.

For OptiSol Business Solutions Private Limited



Vaishnavi Devi K

HR Executive

OptiSol Business Solutions Pvt. Ltd.,



December 4, 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that a project entitled 'Sat4Agri API' has been carried out by Mr. Prasath R K (Reg. No: 1931028), pursuing M.Sc Software Systems (4" year) in Coimbatore Institute of Technology at Satyukt Analytics Pvt. Ltd. Bangalore. He has been working with the organization since 04" of July 2022 as a full time intern on the above project, and is expected to finish the internship on 4^t of January 2023.

Sincerely,

Purva Hattekar
Technical Lead

Satyukt Analytics Pvt. Ltd.
CIN:U01100KA2018PTC114677
#117, 2nd Floor, Ashwin Arcade, Sanjay Nagar Main Road, Ashwath Nagar, Bangalore 560094
Email: contact_satyukt.com, Contact No.: +91 8970700045, www.satyukt.com



07 December 2022

Chennai, India.

INTERNSHIP CERTIFICATE

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Pratheeksha K S** (1931029), worked as “**Student Trainee (Intern)**” with primary role as **Full Stack Developer** at **PREDIGLE INDIA Pvt. Ltd** (“Company”), Chennai, India from **04th Jul 2022** to **15th Dec 2022**.

During her tenure, she has been extensively involved in the Application Development of “**Data Pipeline Management**” project.

Overall, her technical contribution to the project found to be in line with the project delivery expectations.

We wish her the very best for her future endeavours.

With regards,
For **PREDIGLE INDIA PVT. LTD.**


Authorised Signatory

SOWMYA V,

HR @ PREDIGLE

Curneu MedTech Innovations Private Limited

TO WHOM IT MAY CONCERN

This is to certify that Ms. Sathya Sri A with roll number 1931034 has done her internship with Curneu MedTech Innovations Private Limited as a Junior Software Developer dated from July 4, 2022 to December 9, 2022.

She has worked on a project titled Enhancement of SurgView for neurosurgical simulation during the internship she has shown full sincerity, Dedication and Hard work towards her concerned job, which has helped in improving the management of the company.

We wish her all the best for her future endeavours.

For, Curneu MedTech Innovation Pvt Ltd,



David Roshan Cyril
CEO

Curneu MedTech Innovations Private Limited

TO WHOM IT MAY CONCERN

This is to certify that Mr. Shiyaam.J.O with roll number 1931038 has done his internship with Curneu MedTech Innovations Private Limited as a Junior Software Developer dated from July 4, 2022 to December 9,2022.

He has worked on a project titled Simulate the Human Brain Surgical Operation using neurosurgical simulator during the internship he has shown full sincerity, Dedication and Hard work towards his concerned job, which has helped in improving the management of the company.

We wish him all the best for his future endeavours.

For, Curneu MedTech Innovation Pvt Ltd,



David Roshan Cyril
CEO

EnterKey Solutions Pvt Ltd

Atlanta — USA
P1842, Old Norcross Road
Suite 200
Lawrenceville,
Atlanta 30044, GA, USA

Nagercoil - Tamil Nadu
57C, M.S Road
Ozhiginasery,
Nagercoil — 629 901
@ 04652 — 275127

Date: December 05,2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that a protect entitled 'TruckerGIG' has been carrred out by Ms. Sree Dbarshni VS (Reg No: 193 l tl41), pursuing M.Sc Software Systems (4* yeiir) in Coimbatore Institute of Technology at Enterkcy Solutions Pvt. Ltd . Nagercoil. She has been working with us from July 2022 to December 2022 (fi ve months) as a full tinic intern on the above project .

Sincerely,

K. Suga Dev

Co-Founder & CEO

Phone: +91 99444

20574

sueadev@enterkeysolutions.com

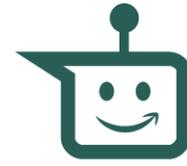
BUSINESSONBOT PRIVATE LIMITED

www.businessonbot.com

104, Vandana Elite, 1st Cross,
1st Main, Koramangala 1st block,
Bangalore, Karnataka, India, 560034

2nd December 2022

Srinithi B



BusinessOnBot

Dear Srinithi,

This is to certify that you have participated in the internship program as “SDE - Intern” in the project “**Onboarding Automation and AI Chatbot Development**” starting from 7th July 2022. We are pleased to have received your best efforts, ideas and knowledge.

BUSINESSONBOT PRIVATE LIMITED

Signed by Mohit Kumar:

A blue ink stamp is visible, containing the text "FOR BUSINESSONBOT PVT. LTD." at the top and "DIRECTOR" at the bottom. A handwritten signature in blue ink is written over the stamp.

On behalf of Businessonbot Private Limited



MINDOX TECHNO
PIONEERING POSSIBILITIES

Certificate of Completion

This is to certify that

SWARNALAKSHMI DHANDAYUTHAPANI
(Roll No: 1931047)

has successfully completed her Internship Program
and had contributed to Wafer Handling Sequencer Project with the Mindox Techno
Software Department, Coimbatore, from 4th July 2022 to 15th December 2022

Thank you for your continuous contribution and dedication to
our organization.

RADHAKRISHNAN KONDASWAMY

Chief Operating Officer
Mindox Techno India Private Limited



Bosch Global SoftwareTechnologies.
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA

TO WHOMSOEVER IT MAY CONCERN

6th DECEMBER 2022

This is to certify that **TISSYASHRI S (1931048)** has done her Internship with **Bosch Global Software Technologies PVT LTD** as **Project Trainee**. As a part of her internship, she worked on the topic “**DEFECT METRICS GENERATION & ANALYSIS FOR QUALITY IMPROVEMENT**”, from the period of **4th July, 2022** to **23th December 2022**.

pki, BOSCH, APAC, M, Digitally signed by pki,
BOSCH, APAC, M, A, MarthandaBabu
A, MarthandaBabu Date: 2022.12.09 12:05:54
+05'30'

Marthanda Babu S K
PROJECT MENTOR

Bosch Global Software Technologies PVT LTD

Bosch, Industrial Layout, Hosur Road, Koramangala, Bengaluru– 560095.

www.bosch-softwaretechnologies.com

BUSINESSONBOT PRIVATE LIMITED

www.businessonbot.com

104, Vandana Elite, 1st Cross,
1st Main, Koramangala 1st block,
Bangalore, Karnataka, India, 560034

2nd December 2022

Varsha A

Dear Varsha,

This is to certify that you have participated in the internship program as “SDE - Intern” in the project “**BusinessOnBot Onboarding Automation and Chatbot Development**” starting from 7th July 2022. We are pleased to have received your best efforts, ideas and knowledge.

BUSINESSONBOT PRIVATE LIMITED

Signed by Mohit Kumar:



On behalf of Businessonbot Private Limited



BusinessOnBot

Nov 30, 2022

INTERNSHIP COMPLETION LETTER

TO WHOMEVER IT MAY CONCERN

This is to certify that **Vignesh R** (1931050) from Department of (MSc Software Systems) in Coimbatore Institute of Technology, has successfully completed his internship at Smartail Pvt Ltd on the project **Hygiene On Wheels** from 4th July 2022 to 30^h Nov 2022 (5 months).

During his internship he was exposed to the various activities in Product Development predominantly in Angular, Java spring, MongoDB, Git, CI/CD, Docker. We found him inquisitive and hardworking. He was very much interested in learning new things. His association with us in **Hygiene On Wheels**, Beats Tracker, DeepGrade - Worksheet module, Pedagogical Planner module was very fruitful and we wish him all the best in future endeavours.

Kind Regards,

Swaminathan Ganesan
Co-founder and CEO



Bosch Global Software Technologies
Private Limited
(CIN: U72400KA 997PTC023J64)
KGISL Infrastructures Private Ltd - SEZ
Keeranatham Village
Cuimbalore
Tamil Nadu - 641035
Fax *91 422 663 4104
tern bosch-softwaretechnologies.com

To Whomsoever It may concern

1^o December 2022

This is to certify that Mr. Vineeth J has done his Internship with Bosch Global SofMare Technologies PVT LTD as Project Trainee (MS/ECT3-XC) dated from 04/08/2022 to 33/12/2022.

He has worked on a project titled Integration & Automation of Cluster Base SofMare Features during the internship he has shown full Sincerity, Dedication and Hard work and had been a great addition to our team. We wish him all the very best in his future endeavours.

For Bosch Global Software Technologies P*/T LTD.

M HESH POTHUGUNTA
PROJECT MANAGER

TO WHOM IT MAY CONCERN

07th December 2022

This is to certify that **Mr. Vishnu Gopinathan (Register no: 1931053)** has successfully completed his internship program as **Full Stack Developer** on his project assignment **“Project Management Dashboard”** with **OptiSol Business Solutions Private Limited** located at Baid Hi-Tech Park, Thiruvanmiyur, Chennai. His internship tenure was from **07th July 2022 to 07th December 2022.**

His performance during this internship has been exemplary. He showed good aptitude and motivation to learn new technology stacks and had been a great addition to our team. We wish him all the very best in his future endeavours.

For OptiSol Business Solutions Private Limited



Vaishnavi Devi K

HR Executive

OptiSol Business Solutions Pvt. Ltd.,

Department of Computing
MSc Software Systems - -2018 Batch

ROLL NO	NAME
18 31 001	ABILASH.S.
18 31 002	ABINAYAA.B.
18 31 003	AJAY.M.
18 31 004	ANUSUYA.R.P.
18 31 005	ARAVINDH SUBRAMANIYAN.L.
18 31 006	ARVINTH KUMAR.S.
18 31 007	ASHWIN MUTHU KUMAR.S.
18 31 008	BHARATHI.K.
18 31 009	BOOBALARAGAVAN.P.
18 31 010	BUVANESH.P.
18 31 011	CHANDRU.N.
18 31 012	CHITRALEKA.G.V.
18 31 013	DHARANI PRASAD.S.
18 31 014	DHARUN.P.
18 31 015	DIVYA DARSHINI.V.
18 31 016	HARI PRASAD.S.A.
18 31 017	HARIHARAN.S.
18 31 018	HARINI.K.S.
18 31 019	HARINI.P.
18 31 020	HARINI.S.
18 31 021	HARISH.S.S.
18 31 022	HARRITH.C.
18 31 023	ILLAKKIYA.G.
18 31 024	INDHU.G.
18 31 025	JAGAPRADEEP.G.
18 31 026	JASWENTH.S.
18 31 027	KALAIPRIYA.M.
18 31 028	KESHIKA.R.R.
18 31 029	KIRUTHIKA.K.
18 31 030	KOWREESH.G.

18 31 031	MUTHU RAGUL.N.
18 31 032	NIVITHA.M.K.
18 31 033	PRAKASH.N.
18 31 034	PRASANTH KUMAR.P.R.
18 31 035	PRIYA VARSHINI.T.
18 31 036	PRUTHVI.G.
18 31 037	RAGUL RAJ.S.
18 31 038	RAKESH KRISHNA.A.S.
18 31 039	RASIKA.R.
18 31 040	RESHMA.D.
18 31 041	RISHYA.K.P.
18 31 042	ROHIT.A
18 31 043	ROHITH KANNA.L.M.
18 31 044	ROHITH.S.
18 31 045	RUTHSAN.R.
18 31 046	SAJU ANTONY.J.
18 31 047	SAKTHI.M.
18 31 048	SANTHIYA.S.
18 31 049	SHANTHINI MAHALAKSHMI.T.
18 31 050	SHARATH KAARTHICK.SA.
18 31 051	SIMON LEONARD.D.
18 31 052	SMIRTHI.M
18 31 053	SRIRAM PRASAD.S.
18 31 054	SUSHMABALA.S.A.
18 31 055	RAHIMUDDIN.N.
18 31 056	VIGNESH.G.
18 31 057	VIKASHINI.J.R.
18 31 058	VIKASINI.S.
18 31 059	YAAZHINI.A.

Yaazhini A

Date: 27/09/2022

Reg: Internship Letter

Dear Yaazhini,

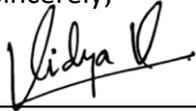
On behalf of Tekizma India Solutions Private Limited., we are pleased to provide an Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date: 01/10/2022

Name: Yaazhini A

Date : 1-Dec-22
Name : Vikasini S
University : MSc - Software Systems, Coimbatore Institute of Engineering & Technology

Sub: Offer of Internship

Dear Vikasini S,

Quinbay Technologies Pvt Ltd ("Quinbay" or "Company") is pleased to offer you an '**Intern**' position with the Company for a period starting from **9-Jan-23 to 9-Jul-23**. During your internship, you will be working on the assignment at our Coimbatore office and paid a stipend of **INR 31,000/- per month subject to taxes**.

This is a probationary offer, which does not imply any commitment by Quinbay for regular employment. Successful candidates however, based on performance, may be offered full time employment at the end of the internship period at the sole discretion of the Company.

In case you decide to separate from Quinbay before completing your internship, you would be required to give One (1) month of notice to the company. The Company may, at its option and discretion, waive all of the prescribed notice period or a part thereof in case of a voluntary separation. Company reserves the right of terminating this agreement with immediate effect if your performance is not found satisfactory.

Information pertaining to Quinbay operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Quinbay and act in accordance with the values and principles of the Company.

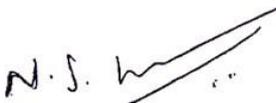
To confirm your acceptance of this internship assignment, you are required to:

- Respond via email to sujitha.sathasivam@quinbay.com, to communicate your acceptance for the internship and confirm your joining date.
- Any change in joining date must be sent to sujitha.sathasivam@quinbay.com, at least 7 days prior to your original start date. The new joining date must be no later than 5 days from the date of joining listed above
- Report for on-boarding at 9.00 A.M. at **Caledon Square, #348, Avinashi Road, Peelamedu, HUDCO Colony, Coimbatore, Tamil Nadu - 641004**

We look forward to your dedication and commitment as we work together and wish you many successful years at Quinbay.

Sincerely,

For **Quinbay Technologies Pvt Ltd**



N S Sekar
COO

Vikasini S

On your reporting date, please bring the following mandatory documents (self-attested) and also share the same over email:

- Copy of the offer letter duly signed and dated by you
- Signed NDA (shared separately) along with offer letter
- Your updated resume
- 10th, 12th & Education degree certificate and all year mark sheets for latest graduation or post-graduation.
- Proof of identity: Adhar and PAN are mandatory. If you do not have either, please apply for one immediately and carry the acknowledgement on the day of joining. Also good to have passport.
- 2 photographs (passport sized, colour photos with a white background).
- Bank Account opening (for stipend payments) get original photo ID proofs and permanent address proof.
- Offer letter and Experience/Relieving letter of last 2 companies (If applicable)
- 3 months pay-slip from immediate company (If applicable)



Ref: Letter No. EMPSY18183

EMPLOYMENT AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the “Agreement”) is entered into on this 28th day of December, 2022.

BY AND BETWEEN

Satyukt Analytics Pvt. Ltd., a private limited company incorporated under the Companies Act, 2013, having its registered office at #117, 2nd Floor, Ashwin Arcade, Ashwath Nagar, Sanjay Nagar Main Road, Bengaluru, Karnataka-560094 (hereinafter referred to as the “Company” or “Employer”, which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

AND

Ms. Vikashini J R, D/o Mr. Jagadeesan, aged 22 Years and residing at 23, Lakshmiapuram, 6th Street, Coimbatore South, Peelamedu, Coimbatore, South Coimbatore, Tamil Nadu 641004. (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

1. Interpretation

In this agreement the following terms shall have the following meanings:

<p>a) “Confidential Information”</p>	<p>any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular the proprietary algorithms developed by the company including but not limited to satellite soil moisture, actual evapotranspiration, potential evapotranspiration, rainfall, root zone soil moisture;</p>
<p>b) “The Employment”</p>	<p>the employment of the Employee by the Company in accordance with the terms of this agreement;</p>
<p>c) “Group Company”</p>	<p>the Company, any company of which it is a Subsidiary (being a holding company of the Company) and any Subsidiaries of the Company or any holding company, from time to time;</p>
<p>d) “Subsidiary”</p>	<p>a company as defined in section 8 of the Companies Act 2013;</p>
<p>e) “Termination Date”</p>	<p>the date on which the Employment ceases.</p>

2. Commencement of Joining



Your joining will be effective as of 2nd January 2022 and your internship is expected to continue for 6 months. Any further delay from the date of joining needs to be reported in writing (preferably by email) else the offer shall be deemed canceled.

3. Position

- a. Upon execution of this Agreement, the employee would be posted as IOS Developer (Intern) of the Company and report to Ms. Purva Hattekar. Post completion of internship, the current position is subject to be promoted into full term employment with 4-5 lac LPA purely based on the performance. Full term employment will only be commenced once the management confirms to promote at the end of the internship or else the position ends there itself.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to the employee's post (or position).

4. Full Time Internship

Your position is a whole-time internship with the company and you shall devote explicitly and diligently to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your internship with the company without permission in writing, from the company

5. Performance of Duties

- a. The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.
- b. The Employee scope of responsibilities will include those for which he/she is engaged, as well as any other duties given to him/her by his/her Manager from time to time. In accepting this offer of employment he/she will be required to perform all responsibilities assigned to



him/her with due care and diligence and in compliance with the direction of management. He/She is also required to perform these tasks during business hours and such reasonable additional time as may be necessary.

6. Compensation

Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. Your stipend and other benefits will be 15,000 Rs. hereto. This stipend will be subject to adjustment pursuant to the company's employee compensation policies in effect from time to time.
- b. During the term of this Agreement, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.
- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts.

7. Obligations of the Employee

- a. Upon execution of an agreement, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.
- d. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company.
- e. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.



-
- f. The Employer hereby prohibits the Employee from engaging in any sexual harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Employee violates this term in the agreement, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee.

8. Leave Policy

- a. The Employee is entitled to twelve (18) days of paid earned leave in a year and twelve (12) days of sick leave on the medical grounds on prior approval by the employer. In addition, the Employee will be entitled to ten (10) public holidays mentioned under the Leave Policy of the Employer.

9. Hours of Work

10. The normal working hours are from 10 A.M. to 7.15 P.M. (Monday to Friday and every first Saturday of the month) and you are expected to work not less than 42.5 hours each week, and if necessary for additional hours depending on your responsibilities. You will be required to work for such hours as necessary for the proper discharge of your duties to Company.

11. Assignment

- a. The Employee acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment are “works made for hire” and to the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. The Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

12. Competing Businesses / Non-Solicitation

- a. During the Term of this Agreement and for a period of one (1) year after the termination of this Agreement, for whatever reason (or without reason) (the “Noncompete Period”),



Employee agree not to be directly or indirectly own any interest in, manage, control, participate in, consult with, render services for, or in any manner engage in any business competing with the businesses of the Company or its Subsidiaries, as such businesses exist or are in process on the date of the termination of Employee's employment with the Company, within any geographical area in which the Company or its Subsidiaries engage in such businesses on the date of termination of Employee's employment with the Company, without the employer's prior written consent. Nothing herein shall prohibit Employee from being a passive owner of not more than 2% of the outstanding stock of any class of a corporation which is publicly traded, so long as Employee has no active participation in the business of such corporation.

- b. During the Non Compete Period, Employee shall not directly, or indirectly through another entity, (i) induce or attempt to induce any employee of the Company or any Subsidiary to leave the employ of the Company or such Subsidiary, or in any way interfere with the relationship between the Company or any Subsidiary and any employee thereof, (ii) hire any person who was an employee of the Company or any Subsidiary at the time of termination of the Employment Term or (iii) induce or attempt to induce any customer, supplier, licensee, licensor, franchisee or other business relation of the Company or any Subsidiary to cease doing business with the Company or such Subsidiary, or in any way interfere with the relationship between any such customer, supplier, licensee or business relation and the Company or any Subsidiary (including, without limitation, making any negative statements or communications about the Company or its Subsidiaries).

13. Confidentiality/Intellectual Property Rights

- a. The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.
- b. The Employee shall disclose to the company forthwith any discovery, invention, process or improvement made or discovered by him/her while in the Company's service and such discovery, invention, process or improvement shall be the sole and absolute property of the



Company. If and when required to do so by the company, employee shall at the company's expense, take out or apply for Patent, Licenses or other rights, privileges or protection in favor of the Company as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to the Company and employee shall do all acts and execute all instruments, deeds and things, which may be required by the Company for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in the Company's favor, or in favor of such other person or persons, firms or companies as the Company may direct as the beneficiary thereof.

- c. The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
- d. Accordingly, the Employee covenants and agrees with the Employer that he will not, under any circumstance during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.
- e. The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property created. Any source code, software or other intellectual property developed, including but not limited to website design or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.

14. Remedies

If at any time the Employee violates to a material extent any of the covenants or agreements set forth in paragraphs 6 and 9, the Company shall have the right to terminate all of its obligations to make further payments under this Agreement. The Employee acknowledges that the Company would be irreparably injured by a violation of paragraph 6 or 9 and agrees that the Company



shall be entitled to an injunction restraining the Employee from any actual or threatened breach of paragraph 6 or 9 or to any other appropriate equitable remedy without any bond or other security being required.

15. Amendment and Termination

- a. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Employee with advance notice of termination or compensation in lieu of notice equal to two (2) month(s).
- b. The Employee may terminate his employment at any time by providing the Employer with at least two (2) month(s) advance notice of his intention to resign or (2) month(s) gross salary in lieu thereof
- c. At the time of termination the company employee need to serve (2) month(s) written notice or (2) month(s) gross salary in lieu thereof
- d. The Employee may terminate on the last day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.
- e. For purposes of this Agreement, "Cause" means the Employee's gross misconduct resulting in material damage to the Company, wilful insubordination or disobedience, theft, fraud or dishonesty, wilful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other willful and material breach of this Agreement.

16. Restrictive Covenant

Following the termination of employment of the Employee by the Employer, with or without cause, or the voluntary withdrawal by the Employee from the Employer, the Employee shall, for a period of three years following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business with any client or customer of the Employer for his/her own benefit or that of any third person or organization, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Employee of the Employer having regard to the same geographic and temporal restriction. Examples of such clients include, but are not limited to, Robert Bosch, Adani, Marico, Newport G and Farm2Forks. The Employee shall not directly or



indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

17. Notices

- a. Any notice required to be given hereunder shall be deemed to have been properly given if delivered personally or sent by prepaid registered mail as follows:
- To the Employee: Ms. Vikashini J R
Email: vikashini14112000@gmail.com
 - To the Employer: Satyukt Analytics Private Limited,
Email: hr@satyukt.com
- b. If sent by registered mail it shall be deemed to have been received on the 4th business day of uninterrupted postal service following the date of mailing. Either party may change its address for notice at any time, by giving notice in writing to the other party pursuant to the provisions of this agreement.

18. Non-Assignment

The interests of the Employee under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

19. Successors

This agreement shall be assigned by the Employer to any successor employer and be binding upon the successor employer. The Employer shall ensure that the successor employer shall continue the provisions of this agreement as if it were the original party of the first part.

20. Indemnification

The Employee shall indemnify the employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defense or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other



rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

21. Modification

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writing signed by each party or an authorized representative of each party.

22. Severability

Each paragraph of this agreement shall be and remain separate from and independent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remaining paragraphs of this agreement.

23. Paragraph headings

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

24. Applicable Law and Jurisdiction

Each party hereby irrevocably submits to the exclusive jurisdiction of the courts of Bangalore, High Court only, for the adjudication of any dispute hereunder or in connection herewith.

25. Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

Closing

This offer of employment is conditional upon the following:

- Signing the acceptance clause under the heading “Acceptance of Employment Offer”;



- You are under no obligation to anyone, including any former employer, which prevents you from entering into this Agreement or restricts the activities or duties which may be assigned to you by the Company;
- All information provided by you is accurate, including academic credentials, if required;
- Successful completion of any background check or security clearance investigation;
- Satisfactory reference having been obtained from your previous and present employers.

To indicate your acceptance, please sign and return this employment offer to the Company within 7 days of this letter. If you do not return the required documents by this deadline, we will assume that you do not intend to accept this employment offer and it will be automatically withdrawn without further action on the part of the Company.

We look forward to receiving your acceptance of this offer and joining our team.

Sincerely,

On behalf of Satyukt Analytics Pvt. Ltd.,

Dr. Yukti Gill,
Director

Acceptance of Employment Offer:

I, Ms. Vikashini J R, have read, understood, and accepted this offer of employment, as set forth above, with the Company and will report on 02/01/2023.

Signature: _____

Date: 29/12/2022



Date: 7th September 2022
Place: Chennai

Letter of Offer for Internship

Dear Syed Mohammed Rahimuddin N,

Further to our recent interviews and discussion, we are pleased to offer you an internship with our company's Chennai office on terms and conditions set out below. Also, based on your performance and successful completion of internship you will be offered with a full-time role of Software Developer with an annual CTC of **Rs. 10,00,000/- including the Joining bonus.**

If you agree to accept the offer on these terms, please signify your acceptance by signing in the space below.

Position:

Your position will be **“Software Developer Intern”** with RootQuotient Technologies Private Limited (hereafter referred to as The Company). As an intern of the company, you will be required to report to the Chennai office of the company located at:

The Hive,

1st Floor, No: 5
SRP Stratford, Old Mahabalipuram Rd,
PTK Nagar, Thiruvanmiyur,
Chennai- 600041

Duration of Internship:

Your duration of the internship with the company will be for **6 months** from the date of joining. We request you to serve this period with utmost dedication & sincerity.

Duties:

In your position, you will at times carry out the duties of that position as are assigned to you from time to time and all incidental duties in a diligent, timely and competent manner.

While serving as an intern with the company you will not be engaged in any other form of employment/internship without prior approval of the company.



Compensation:

Your stipend will be **Rs.30,000 (Rupees Thirty Thousand only)** per month during the internship.

Tax Implications:

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

Company Policies:

You will be always required to comply with all policies and manuals issued by the company from time to time.

We sincerely hope that you will accept this offer and look forward to a long and fruitful working relationship with you.

Thanks



Rajagopalan A R,
Chief Executive Officer,
RootQuotient Technologies Pvt. Limited.

Acceptance of Offer:

I, **Syed Mohammed Rahimuddin N**, acknowledge that I have read this offer and by signing in the space below I hereby accept the offer and agree to be bound by all terms and conditions set out herein

Sign : 
Syed Mohammed Rahimuddin N (Sep 9, 2022 09:52 GMT+5.5)

Name : Syed Mohammed Rahimuddin N

Date : Sep 9, 2022



Internship Offer Letter - Syed

Final Audit Report

2022-09-09

Created:	2022-09-07
By:	Esign RootQuotient (esign@rootquotient.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAt29DYJ6Txj4dudFjg-23YuCEBGIXrFPP

"Internship Offer Letter - Syed" History

-  Document created by Esign RootQuotient (esign@rootquotient.com)
2022-09-07 - 2:28:13 PM GMT - IP address: 49.206.115.220
-  Document emailed to syedmohammedn22@gmail.com for signature
2022-09-07 - 2:29:24 PM GMT
-  Email viewed by syedmohammedn22@gmail.com
2022-09-07 - 3:29:52 PM GMT - IP address: 66.249.84.211
-  Signer syedmohammedn22@gmail.com entered name at signing as Syed Mohammed Rahimuddin N
2022-09-09 - 4:22:10 AM GMT - IP address: 49.206.117.145
-  Document e-signed by Syed Mohammed Rahimuddin N (syedmohammedn22@gmail.com)
Signature Date: 2022-09-09 - 4:22:11 AM GMT - Time Source: server- IP address: 49.206.117.145
-  Agreement completed.
2022-09-09 - 4:22:11 AM GMT

21 October 2022

Ms. Sushmabala S A
355 J,Kongu Nagar Colony, Paramathy Road,
Namakkal, 637001

Dear *Sushmabala*,

Sub: Project Training

We are pleased to offer you Project training in **Assurance** so as to facilitate you to acquire requisite degree of proficiency, competency and work knowledge.

Duration : 19 December 2022 - 30 June 2023
Service Line : Assurance
Stipend : 21,200 per month
Project Location : Chennai
Project Mentor : Vignesh K S

Your Project Mentor will brief you on your Project when you join.

At the Project Location city, you are expected to make your own accommodation and travel arrangements, to and from your place of work.

Your working hours will be as per those of the client or as per the office as the case may be. You will not be entitled to any benefits and allowances as applicable to the employees of the Company/Firm. However, the period of training may further be extended if deemed necessary at the sole discretion of the Company/Firm. Your current engagement is only in the capacity of a trainee and shall not be construed to be an employment. Moreover, the current training shall not entitle you to claim permanent employment with either **S. R. Batliboi & Associates LLP**, or the client.

Looking forward to having you with us, and hope you have a rewarding and challenging experience with S. R. Batliboi & Associates LLP.

Please sign and return to us the duplicate copy of this letter in token of your acceptance.

Yours faithfully
For **S. R. Batliboi & Associates LLP**,


Anshula Verma
Authorised Signatory

Signed _____



Sushmabala S A

Date: 23/10/2022

Sriram Prasad S

Date: 27/09/2022

Reg: Internship Letter

Dear Sriram,

On behalf of Tekizma India Solutions Private Limited., we are pleased to provide an Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer

Date:

Name: Sriram Prasad S



Adenza
<https://adenza.com>

17 November, 2022

Smirithi Mahendran
1/94 North farm, Kallapalayam post Chettipalayam via, Coimbatore, TAMIL NADU, 641201

Offer from Adenza for position of Intern

Dear Smirithi,

Congratulations! We are very excited about you joining the Product & Engineering team soon and we want to extend a warm welcome to you!

Your position with us will be Intern reporting directly to Viswanathan Ganesan, Manager. Your monthly base salary will be INR ₹40,000.00.

We very much look forward to welcoming you starting 2nd Jan 2023. We will start preparing the employment contract and may reach out to ask you for any required documents.

At Adenza, we strive to Engage, Enable and Execute on everything we do and value Transparency, Accountability and our People. We are confident you will make a significant contribution to the success of Adenza and look forward to seeing you join our team.

Feel free to reach out to a member of the Talent Acquisition team should you have any questions or concerns.

As we await your arrival, stay safe and healthy!

Kind regards,

Karoline Raets

Head of People Office

Smirithi Mahendran:

A handwritten signature in black ink, appearing to read "N. Smirithi", is positioned above a horizontal line that extends to the right.

TITLE	Offer Letter
FILE NAME	2022-11-17-Offer...7-2837339-1udzxu2
DOCUMENT ID	3d7dbda0a9ad99e9ee2e3c921c982ea465b2af24
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Signed

This document was signed on adenzapinpointhq.com

Document history



SENT

11 / 17 / 2022

08:59:17 UTC

Sent for signature to Smirthi Mahendran (smirthimahendran14@gmail.com) from support@pinpointhq.com
IP: 178.62.203.112



VIEWED

11 / 17 / 2022

08:59:20 UTC

Viewed by Smirthi Mahendran (smirthimahendran14@gmail.com)
IP: 103.130.91.207



SIGNED

11 / 17 / 2022

09:21:15 UTC

Signed by Smirthi Mahendran (smirthimahendran14@gmail.com)
IP: 103.130.91.207



COMPLETED

11 / 17 / 2022

09:21:15 UTC

The document has been completed.



22/11/22

Sharath Kaarthick Sa
82, BHARATHI NAGAR, SIRUMUGAI,

Coimbatore, TN 641302

Dear Sharath Kaarthick,

We are pleased to extend an offer to join IND Informatica Business Solutions Pvt Ltd, (the "Company" or "Informatica"), subject to the following terms and conditions. You will report for work and your employment will begin on January 23, 2023. Your employment will end on August 4, 2023.

1. JOB TITLE

Your job title at Informatica will be Intern - Global Customer Support. In this capacity you will report to Vallinayagam Alwar, Associate Director, Technical Support. At any time, Informatica may change your reporting structure of job title based on business needs, and likewise may adjust your role, responsibilities or work assigned from time to time. You will be employed by the company at the Bangalore, India office (see physical address immediately below).

Bangalore	Hyderabad	Chennai
Informatica Business Solutions Pvt. Ltd. No. 66/1, Bagmane Commerz 02 Bagmane Tech Park C V Raman Nagar Bangalore, Karnataka India - 560 093	Informatica Business Solutions Pvt. Ltd. Unit no. 804, 8th floor, Skyview 10 Sy No. 83/1, Plot Nos., 22, 23, 24, 31, 32 & 33, Raidurgam, Madhapur Telangana State Hyderabad – 500 081	Informatica Business Solutions Pvt. Ltd. Unit No. 202, 2nd Floor, RMBP II, Perungudi Village Tambaram Taluk, Kancheepuram District Chennai, Tamil Nadu India - 600 096

2. COMPENSATION

- **Compensation:** Your monthly stipend is Rs.30,000.00 and you will not be eligible for any other standard benefits. You will not be eligible for overtime pay unless you receive written pre-approval from your manager

3. OTHER BENEFITS

Guest House accommodations: In order to help you settle down initially in your work location, you will be provided a 15 day free guest house accommodation starting from a day before your date of joining. The details will be shared separately.

In connection with this offer, you are eligible to receive a relocation allowance of Rs.25,000.00, which you will receive in the first available paycheck within 30 days, provided you are still active on the Company's payroll. In the event that you leave Informatica during the period of your internship for any reason other than a reduction in force, by signing this offer you agree to reimburse the Company for the relocation allowance.

4. CONFIDENTIALITY

The Company considers the protection of its confidential information and proprietary materials to be very important. Therefore, as a condition of your employment, you are required to execute a Confidentiality and Intellectual Property Agreement, annexed to this letter of appointment and employment contract, as a term and condition of your employment with the Company. You further agree that you will not use the Company's trade secrets to solicit customers of the Company either during your employment with Informatica (except as expressly authorized by the Company) or after your employment with Informatica ends.

5. RESIGNATION OR TERMINATION

1. The Company retains the right to terminate your employment, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of the Company, including but not limited to the Code of Business Conduct.
2. If termination is initiated by you, the Company may, at its discretion, relieve you from a date it may deem fit, at any time before expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.
3. On termination of employment and/or your resignation you will immediately return to the Company all monetary dues (like loans, advances, relocation expenses, etc.), tools, accessories, formulae, documents, specifications, books, etc., of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be settled by the Company.

6. ABANDONMENT

Absence for a continuous period of five working days without notice will render you to lose your lien on employment, and the same will be deemed as voluntary abandonment of service and you will be terminated without notice and without any pay in lieu of notice.

7. PLACE OF WORK AND TRANSFER

Your services can be transferred by the Company in such capacity as the Company may, from time to time, determine anywhere in India or abroad to any one of Informatica's parent companies, departments, subsidiaries, joint ventures, associates, sister companies, etc. as per the needs of the Company.

Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the place you are transferred to.

8. RETIREMENT

Your age of retirement from the services of the Company will be on completion of 60 years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to perform or render service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. This refers to the date of birth submitted by you to the Company at the time of joining. No changes to the date of birth would be entertained, at any later point in time.

9. EMPLOYMENT VERIFICATION & CREDENTIALS

Your employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc.

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation.

10. OTHER TERMS AND CONDITIONS

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters. In addition, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and which may be amended or altered from time to time at the discretion of the Company will also apply to you.

11. EXCLUSIVITY, NON-RECRUITING COVENANT

While employed by the Company, you will not be allowed to undertake any other employment or engage in any external activities of commercial nature without prior written approval, in accordance with the provisions of the Code of Business Conduct. Also during your employment with Informatica, you may not compete with the Company or assist others in competing with the Company in any way, or serve as a director, officer, employee or consultant or contractor of any person or entity providing products and/or services that would substitute or replace those of the Company, except that you may own fewer than one percent (1%) of the outstanding voting shares of a publicly traded corporation.

You also agree that the Company has invested substantial time and effort in assembling its present personnel. For a period of one year after termination of your employment with Informatica, you shall not directly or indirectly: solicit or attempt to persuade any employee of the Company, or recruit any person who was an employee of the Company during the twelve (12) months immediately preceding termination of your employment with the Company, to leave the employ of the Company where such employee possesses or had access to any Confidential Information of Informatica (as defined in the Confidentiality and Intellectual Property Agreement annexed to this employment agreement). In addition, at no time will you interfere with the performance of other Company employees' duties for the Company, except that which may arise from lawful post-employment competition by you after your employment with the Company ceases.

12. MISCELLANEOUS

1. You will be required to effectively carry out all duties and responsibilities assigned to you by your Manager and others authorized by the Company to assign such duties and responsibilities.
2. You will be required to apply and maintain the highest standards of personal conduct and integrity, comply with all company policies and procedures. All acts subversive of good conduct and discipline such as, but not limited to, insubordination, gross negligence, corruption, fraud, forgery, misappropriation, would warrant strong disciplinary action from the Company.
3. All other terms and conditions will be governed by the Company's policies from time to time. The Company's policies are available in the Employee Handbook found under your country's section of the Company intranet.
4. This employment agreement supersedes all prior employment agreements, whether written or oral or signed or unsigned, between you and the Company relating to the subject matter of this agreement. You agree that any change or changes in your duties after signing of this agreement shall not affect the validity or scope of this agreement.
5. This agreement is governed by and will be construed as a sealed instrument under and in accordance with the laws in India. Any action, suit, or other legal proceeding, which is commenced to resolve any matter arising under or relating to any provision of this agreement shall be commenced only in a court in Bangalore, India.
6. If any one or more of the terms of this employment agreement is, for any reason, held to be invalid, illegal or unenforceable in any respect, such finding will not affect the other terms of this agreement and this agreement will be construed as if the invalid, illegal or unenforceable terms had never been contained in it. Likewise, if any one or more of the terms of this employment agreement is, for any reason, held to be

excessively broad as to duration, geographical scope, activity or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with applicable law as it then applies.

13. ADDRESS FOR COMMUNICATION

You have given your address, as it appears at the beginning of your offer letter. Any communication sent to that address will be deemed to have been served upon, and received by you. It is your responsibility to intimate the company about any change in the address.

Please sign all the pages in acceptance of the terms and conditions set out herein.
I would like to extend a warm welcome to you on behalf of the Company and its employees.

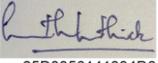
Sincerely,

For Informatica Business Solutions Pvt. Ltd.



Mark Pellowski
Director

I agree to accept employment with Informatica on the terms and conditions as stated in this employment agreement.

DocuSigned by:

25D3356141334D6...

November 24, 2022

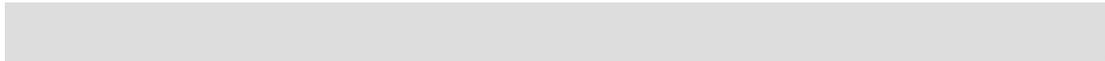
Sharath Kaarthick Sa

Signature

Date



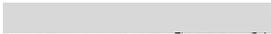
சி.கார்.அஸ்ரி



- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]



Handwritten signature



Date: 11 January 2023

Registered Address: Plot Nos. 13,15 and 16, Survey No. 602/3 Part, ELCOT IT/ITES SEZ,
 Sholinganallur, Chennai-600119, TamilNadu. Ph: +91-44-6474 1111, Fax: +91-44-6474 0647
 Corporate Identity Number: U74120TN1998PTCO41070

SEE IT FORWARD

www.appviewx.com



4th November 2022

Dear Santhiya Sundarraj,

Congratulations to you!

We are delighted to offer you an Internship!

Date of Joining: 18th January'23

Internship Period*: 6 months

Stipend: Rs 28000/ 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.

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. 1200000 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,

A handwritten signature in blue ink that reads 'Nivrutha Sampath'.

**Nivrutha Sampath
Vice President – HR**

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

SEE IT FORWARD

www.appviewx.com



Acceptance

I hereby declare that I have read, understood and accept the above intern offer dated **4-November-2022** extended to me and confirm to join AppViewX Private Limited.

Name: Santhiya Sundarraaj

Signature: A digital signature block containing a handwritten signature in black ink, the text 'DocuSigned by:', and a long alphanumeric hash '296BF5C7D32F49B...'.

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

21 October 2022

Ms. Sakthi Muralidharan M
84 Abirami Nagar, Thirukogarnam, Pudukkottai,
622002

Dear *Sakthi*,

Sub: Project Training

We are pleased to offer you Project training in **Assurance** so as to facilitate you to acquire requisite degree of proficiency, competency and work knowledge.

Duration : 19 December 2022 - 30 June 2023
Service Line : Assurance
Stipend : 21,200 per month
Project Location : Chennai
Project Mentor : Vignesh K S

Your Project Mentor will brief you on your Project when you join.

At the Project Location city, you are expected to make your own accommodation and travel arrangements, to and from your place of work.

Your working hours will be as per those of the client or as per the office as the case may be. You will not be entitled to any benefits and allowances as applicable to the employees of the Company/Firm. However, the period of training may further be extended if deemed necessary at the sole discretion of the Company/Firm. Your current engagement is only in the capacity of a trainee and shall not be construed to be an employment. Moreover, the current training shall not entitle you to claim permanent employment with either **S. R. Batliboi & Associates LLP**, or the client.

Looking forward to having you with us, and hope you have a rewarding and challenging experience with S. R. Batliboi & Associates LLP.

Please sign and return to us the duplicate copy of this letter in token of your acceptance.

Yours faithfully
For **S. R. Batliboi & Associates LLP**,



Anshula Verma
Authorised Signatory

Signed _____ *S. Sakthi* _____ Date: 21.10.2022

Sakthi Muralidharan M



Striim Engineering Services India Private Limited

November 14, 2022

Mr. Saju Antony Joseph Diraviam
G5/112, Eswaran Layout, Puliakulam,
Coimbatore - 641045

Dear Saju

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 2, 2023 (“**DOJ**”) and will continue up to June 30, 2023 (“**Term**”) as per the terms and conditions outlined here-in-below:

During your internship, you will report to Mr. Aswin Yamuzala in the UI Team.

1. 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.
2. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
3. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
4. 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.
5. You will be required to attend office for at least 8 hours a day from Monday to Friday.
6. 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.
7. 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.

R/o: Spaces Olympia Tech Park, 10TH
Floor, Citius Block No.-1, SIDCO Industrial
Estate,
Guindy, Chennai- 600032
www.striim.com

**Striim Engineering
Services India Pvt Ltd**

8. (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.

9. (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 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.

(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.

10. 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.
11. 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.
12. 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.
13. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
14. 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 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.

15. 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.
16. 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
738A7EC85A7A4E9...

Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:
Saju Antony Joseph Diraviam
6DC491487B2F4B1...

Mr. Saju Antony Joseph Diraviam

Dated: 11/17/2022

Date : 1-Dec-22
Name : Ruthsan R
University : MSc - Software Systems, Coimbatore Institute of Engineering & Technology

Sub: Offer of Internship

Dear Ruthsan R ,

Quinbay Technologies Pvt Ltd ("Quinbay" or "Company") is pleased to offer you an '**Intern**' position with the Company for a period starting from **9-Jan-23 to 9-Jul-23**. During your internship, you will be working on the assignment at our Coimbatore office and paid a stipend of **INR 31,000/- per month subject to taxes**.

This is a probationary offer, which does not imply any commitment by Quinbay for regular employment. Successful candidates however, based on performance, may be offered full time employment at the end of the internship period at the sole discretion of the Company.

In case you decide to separate from Quinbay before completing your internship, you would be required to give One (1) month of notice to the company. The Company may, at its option and discretion, waive all of the prescribed notice period or a part thereof in case of a voluntary separation. Company reserves the right of terminating this agreement with immediate effect if your performance is not found satisfactory.

Information pertaining to Quinbay operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Quinbay and act in accordance with the values and principles of the Company.

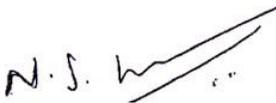
To confirm your acceptance of this internship assignment, you are required to:

- Respond via email to sujitha.sathasivam@quinbay.com, to communicate your acceptance for the internship and confirm your joining date.
- Any change in joining date must be sent to sujitha.sathasivam@quinbay.com, at least 7 days prior to your original start date. The new joining date must be no later than 5 days from the date of joining listed above
- Report for on-boarding at 9.00 A.M. at **Caledon Square, #348, Avinashi Road, Peelamedu, HUDCO Colony, Coimbatore, Tamil Nadu - 641004**

We look forward to your dedication and commitment as we work together and wish you many successful years at Quinbay.

Sincerely,

For **Quinbay Technologies Pvt Ltd**



N S Sekar
COO



Ruthsan R

Scanned by CamScanner

November 17, 2022,

Rohith S
3, Pound road,
Peelamedu, Coimbatore,
Tamil Nadu, 641004

Dear Rohith,

Your offer for Internship

We are very pleased to offer you an internship with Calypso Technology India Private Limited (the "Company"). We are delighted at the prospect of you joining as an **Intern** at the **Chennai office**. Your Internship is anticipated to begin on **January 02, 2023**, and you shall report to **Sharath Babu Dhayakar, Director, Engineering, Capital Markets**.

Your internship terms and conditions are listed below:

Internship

You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time and will conform to such directions that shall be given to you from your supervisors. You will not undertake Outside Employment with or without remuneration unless you have the prior written approval of the senior management of the Company or its delegate. Outside Employment may include (but are not limited to) activities as a director, officer, partner, sole proprietor, consultant or controlling stockholder of any business and in particular any business that is similar to or competing with the business of the Company. If management does not approve your request to such Outside Employment and you decide to engage in the activity, your internship may be terminated without any notice or compensation.

Working Hours

Your total working hours (excluding break(s)) are 40 hours per week. You may be required to work outside the official hours from time to time.

Remuneration

Your total fixed pay will be **INR 40,000.00** per month.

The Company will deduct taxes as appropriate and consistent with the provisions of the Income Tax Act, 1961. You will be responsible for all tax liabilities arising out of payments pursuant to your internship with the Company.

Confidentiality

You shall keep secret and shall not at any time (whether during or after the period of your internship) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods, client lists or other information which you knew or ought reasonably to have known to be confidential concerning the business or affairs of the Company or any Group company or any of their related companies or any of their clients.

The restriction contained in the paragraph shall not apply:

Employer



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Employee



- To any disclosure or use authorized by the Company or required by law or in the normal course of your internship; or
- To prevent you from using your own personal skill in any business in which you may be lawfully engaged after the termination of your internship.

You agree to execute the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Code of Conduct and Staff Regulations

Please see Calypso's policies, included separately, for code of conduct and staff regulations.

Intellectual Property Developed During Your Internship

Your rights and responsibilities and the Company's rights and responsibilities are as set forth in the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Termination

Your internship terminates on **June 30, 2023**. The Company may terminate the internship at any time prior to the aforementioned end date, at the Company's sole discretion. The intern may terminate the internship only by giving the Company three (3) days' notice or payment in lieu of notice.

Return of Company Property

You will promptly whenever requested by the Company and in any event upon the termination of your internship deliver up to the Company all lists of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have come into your possession, custody or control in the course of your internship, all electronic equipment, computer software or hardware and other property including your staff ID card used in connection with the operations of the Company or any other member of the Group, and you will not be entitled to, and may not, retain any copies. Title and copyright in such correspondence and other documents, papers, records and property is vested in the Company.

Governing Law

Your internship shall be governed by and interpreted in accordance with the laws of India. In addition, you will also be required to abide by all the policies of the Company.

Reference and Background Check

Your signature of this offer of employment shall be your written consent that our Human Resources organization may utilize internship verification processes that may include a Criminal report, an Education confirmation, Internship verification, and a Global Sanctions

Employer



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Employee





and Enforcement report. Your internship shall be subject to successful reference and background checks.

To indicate acceptance of this offer, scan and email this signed offer letter and the signed Employee Proprietary Information and Inventions Agreement to saniya.samnani@adenza.com no later than November 24, 2022. This internship offer is valid up to November 24, 2022. We anticipate that your first day of internship will commence on or about January 02, 2023. Your internship terms should be treated with the strictest confidence. Should you have queries on your internship terms, please contact Human Resources.

Calypso Technology highly recommends consulting your personal tax advisor in order to understand any potential tax implications associated with your offer of internship.

We believe that Calypso Technology India Private Limited offers a challenging and rewarding career opportunity for its employees and we are excited about you joining our team. We wish to take this opportunity to welcome you to the Group and wish you every success with the Company.

Yours sincerely,

Joshua Geller
Director

Accepted by:

Rohith S

Date: Nov 18, 2022

Employer

Employee



**EMPLOYEE
PROPRIETARY INFORMATION AND INVENTIONS
AGREEMENT**

The following confirms an agreement between me and **CALYPSO TECHNOLOGY, INC. & INDIA PRIVATE LIMITED**, a private limited company incorporated under the provisions of the (Indian) Companies Act, 1956 (the "Company"), which is a material part of the consideration for my employment by the Company:

1. The Company is a subsidiary company of Calypso Technology, Inc., a Delaware corporation located in the United States. I understand that the Company has entered into a License Agreement with Calypso Technology Inc., and in accordance with the said License Agreement, Proprietary Information owned by Calypso Technology Inc., have been made available to the Company only for the purpose of Company carrying on its business in India and in support of Calypso Technology, Inc.'s operations. For purposes of this Agreement, "Proprietary **Information**" is information that was or will be developed, created, or discovered by or on behalf of the Company, or which became or will become known by, or was or is conveyed to the Company, which has commercial value in the Company's business. "Proprietary Information" includes, but is not limited to, information about trade secrets, computer programs, designs, technology, ideas, know-how, processes, formulas, composition, data, techniques, improvements, inventions (whether patentable or not), works of authorship, business and product development plans, the salaries and terms of compensation of other employees, customers and other information concerning the Company's actual or anticipated business, research or development, or which is received in confidence by or for the Company from any other person. I understand that my employment creates a relationship of confidence and trust between me and the Company with respect to Proprietary Information.
2. I understand that the Company possesses or will possess "Company Materials" which are important to its business. For purposes of this Agreement, "Company Materials" are documents or other media or tangible items that contain or embody Proprietary Information or any other information concerning the business, operations or plans of the Company, whether such documents have been prepared by me or by others. "Company Materials" include, but are not limited to, blueprints, drawings, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, as well as samples, prototypes, models, products and the like.
3. In consideration of my employment by the Company and the compensation received by me from the Company from time to time, I hereby agree as follows:
 - a. All Proprietary Information and all titles, patents, patent rights, copyrights, mask work rights, trade secret rights, and other intellectual property and rights anywhere in the world including future rights (collectively called "Rights") conceived or developed by me either alone or

Employer _____

Employee _____

jointly with others during the course of my employment with the Company whether existing or reasonably anticipated now or at any time during the period of my employment and which relate to the products, processes or services provided by the Company shall be the sole property of the Company. To the extent such Rights do not vest in the Company, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such Rights to the Company or Calypso Technology Inc. or any other company as may be directed by the Company. Further, to the extent future rights do not vest in the Company on the date of its creation, I hereby undertake to execute at the request of the Company, all necessary documents for assignment of such rights in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. . At all times, both during my employment with the Company and after its termination, I will keep in confidence and trust and will not use or disclose any Proprietary Information or anything relating to it without the prior written consent of an officer of the Company except as may be necessary and appropriate in the ordinary course of performing my duties to the Company. Nothing contained herein will prohibit an employee from disclosing to anyone the amount of his or her wages.

- b. All Company Materials shall be the sole property of the Company. I agree that during my employment by the Company, I will not remove any Company Materials from the business premises of the Company or deliver any Company Materials to any person or entity outside the Company, except as I am required to do in connection with performing the duties of my employment. I further agree that, immediately upon termination of my employment by me or by the Company for any reason, or during my employment if so requested by the Company, I will return all Company Materials, apparatus, equipment and other physical property, or any reproduction of such property, excepting only (i) my personal copies of records relating to my compensation; (ii) my personal copies of any materials previously distributed generally to stockholders of the Company; and (iii) my copy of this Agreement.
- c. I will promptly disclose in writing to the President of the Company, or to any persons designated by the Company, all "Inventions", (which term includes improvements, inventions, works of authorship, trade secrets, technology, computer programs, formulas compositions, ideas, designs, processes, techniques, know-how and data, whether or not patentable) made or conceived or reduced to practice or developed by me, either alone or jointly with others, during the term of my employment. I will also disclose to the President of the Company Inventions conceived, reduced to practice, or developed by me within six (6) months of the termination of my employment with the Company; such disclosures shall be received by the Company in confidence (to the extent they are not assigned in (d) below) and do not extend the assignment made in Section (d) below. I will not disclose Inventions covered by Section 3.d to any person outside the Company unless I am requested to do so by management personnel of the Company.
- d. I agree that all Inventions which I make, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during my employment shall be the sole property of the Company. At the request of the Company, I shall also execute all necessary documents for assigning the rights over such Inventions in favour of Calypso Technology Inc. or any other company as may be directed by the Company, To the extent the rights over such Inventions do not vest in the Company by operation of law, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such rights to the Company or Calypso

Employer 

Employee 

Technology Inc. or any other company as may be directed by the Company. As regards (future) rights over Inventions that would be developed by me, to the extent the rights over the same do not vest in the Company on the date of its creation, I hereby undertake to execute all necessary documents for assigning such rights on a royalty-free, worldwide, perpetual and irrevocable basis, in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. Further, the assigned rights shall not expire in any manner whatsoever due to failure to exercise the same by the Company or Calypso Technology Inc. or such other company, under the Indian Copyright Act, 1957 or under any other law in any other jurisdiction. In case I file an application to register my right over any invention (which is related to the products or services offered by the Company) within 6 months of the termination of my employment, such inventions shall be deemed to have been developed by me during my employment with the Company and the said Invention shall belong to the Company as per the terms of this Agreement and will be treated accordingly.

- e. I agree to perform, during and after my employment, all acts deemed necessary or desirable by the Company to permit and assist it, at the Company's expense, in evidencing, perfecting, obtaining, maintaining, defending and enforcing Rights and/or my assignment with respect to such Inventions in any and all countries. Such acts may include, but are not limited to, execution of documents and assistance or cooperation in legal proceedings. I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.
- f. Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively, "Moral Rights"). To the extent such Moral Rights cannot be assigned under applicable law and to the extent the following is allowed by the laws in the various countries where Moral Rights exist, I hereby waive such Moral Rights and consent to any action of the Company that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by the Company.
- g. I have attached hereto a complete list of all existing Inventions to which I claim ownership as of the date of this Agreement and that I desire to specifically clarify are not subject to this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions at the time of signing this Agreement.
- h. During the term of my employment and for one (1) year thereafter, I will not encourage or solicit any employee or consultant of the Company to leave the Company for any reason. However, this obligation shall not affect any responsibility I may have as an employee of the Company with respect to the bona fide recruiting and termination of employment of Company personnel.
- i. I agree that during my employment with the Company I will not engage in any employment, business, or activity that is in any way competitive with the business or proposed business of the Company, and I will not assist any other person or organization in competing with the Company or preparing to engage in competition with the business or proposed business of the

Employer _____



Employee _____



Company. The provisions of this paragraph shall apply both during normal working hours and at all times including, but not limited to, nights, weekends and vacation time, while I am employed by the Company.

- j. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company. I further acknowledge and agree that the Company has explicitly advised me that I am not to bring to the Company, or otherwise utilize, any materials, documents or other information which is proprietary, confidential or a trade secret of any former employer or other party from whom I acquired such information in confidence or in trust.
4. I agree that this Agreement does not purport to set forth all of the terms and conditions of my employment, and that as an employee of the Company I have obligations to the Company which are not set forth in this Agreement.
5. I agree that my obligations under paragraphs 3(a) through 3(f) and paragraph 3(h) of this Agreement shall continue in effect after termination of my employment, regardless of the reason or reasons for termination, and whether such termination is voluntary or involuntary on my part, and that the Company is entitled to communicate my obligations under this Agreement to any future employer or potential employer of mine.
6. This Agreement shall be governed by and construed in accordance with the laws of India and the courts of Mumbai would have jurisdiction over the same.
- In addition to other remedies provided by law or this Agreement, Company shall have the right to obtain injunctive relief against the breach by me of any provision of this Agreement as I understand my breach will cause irreparable harm to the Company and monetary damages would not be an adequate remedy.
7. This Agreement shall be effective as of the date I execute this Agreement and shall be binding upon me, my heirs, executors, assigns, and administrators and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.
8. This Agreement can only be modified by a subsequent written agreement executed by the President and Chief Executive Officer of the Company and Calypso Technology, Inc.

Employer _____



Employee _____



I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

Dated: Nov 18, 2022, _____

S. Rohith

Employee (Signature)

ROHITH S

(Print Name)

Accepted and Agreed to:

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

By: JG

Joshua Geller, Director

Name and Title

Employer JG

Employee S. Rohith

ATTACHMENT A

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

Ladies and Gentlemen:

1. The following is a complete list of Inventions relevant to the subject matter of my employment by the Company that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my employment by the Company that I desire to clarify are not subject to the Company's Proprietary Information and Inventions Agreement:

- No Inventions
- See below:
- Additional sheets attached

2. I propose to bring to my employment the following materials and documents of a former employer which are not proprietary, confidential or a trade secret:

- No materials or documents.
- See below:

(Please tick mark the appropriate option)

S. Rohith

Employee (Signature)

ROHITH S

(Print Name)

Employer

J. A.

Employee

S. Rohith

ADENZA has an offer for you- Rohith S

Final Audit Report

2022-11-18

Created:	2022-11-18
By:	Saniya Samnani (saniya_samnani@calypso.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAL_NpvPix1RUuvlf6Cibk2Inhr0czG5ND

"ADENZA has an offer for you- Rohith S" History

-  Document created by Saniya Samnani (saniya_samnani@calypso.com)
2022-11-18 - 5:26:44 AM GMT - IP address: 206.84.224.232
-  Document emailed to srohith1705@gmail.com for signature
2022-11-18 - 5:27:39 AM GMT
-  Email viewed by srohith1705@gmail.com
2022-11-18 - 6:39:47 AM GMT - IP address: 49.37.200.143
-  Signer srohith1705@gmail.com entered name at signing as ROHITH S
2022-11-18 - 6:46:02 AM GMT - IP address: 49.37.200.143
-  Document e-signed by ROHITH S (srohith1705@gmail.com)
Signature Date: 2022-11-18 - 6:46:04 AM GMT - Time Source: server- IP address: 49.37.200.143
-  Agreement completed.
2022-11-18 - 6:46:04 AM GMT



02.01.2023

Dear Rohith

Congratulations and welcome to Stryde!

We are delighted you are joining us on our journey of building a great company. The details of your terms of employment, compensation and all the usual yada yada are in the subsequent pages.

We want to use this page to share about the people's culture at stryde.

Swapnil & I have worked most of our careers in startups and we have seen that facilitating a great people's culture is probably the single biggest ingredient of success. Many companies talk about prioritizing their people culture, few companies do it and even fewer **prioritize it early in their journey.**

Our vision & promise is to double up on the people centric startup culture right from Stryde's day one. And from day one! This will be our single biggest priority ahead of anything else - funding, growth , profits etc.

We will strive to create a work environment where you get loads of learning **opportunities**, the **autonomy** to make decisions, the **flexibility** on how you commit your energy and the freedom to give open & honest feedback on any topic to anyone at stryde, **starting with us.**

If, for more than a few days in a row, you ever feel the above is not happening - **we urge you to talk to us and we will fix it !**

As an early employee of stryde, this puts an additional responsibility on you to help shape this culture right from our day one. As you build your career with us, we hope this is truly one of the most fulfilling things you get from a job - helping build the company and its culture.

Welcome to Stryde.

Cheers

Swapnil Mahesh Nakade
Co-Founder

Role & Compensation

Congratulations on joining Stryde Technologies Pvt. Ltd. as **Software Engineer - Intern**

Your employment is effective from **9th January 2023**.

You will be paid a **stipend of 30,000 /- per month** for the duration of your internship



Authorized Signatory

On behalf of
Stryde Technologies Pvt. Ltd.



Acceptance

I hereby accept this offer letter and the
Terms and conditions of the employment
by Stryde Technologies Pvt. Ltd.

Rohit A

Date: 27/09/2022

Reg: Internship Letter

Dear Rohit,

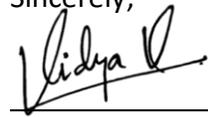
On behalf of Tekizma India Solutions Private Limited., we are pleased to provide Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date: 30/09/2022

Name: Rohit A

US Head Office: Tekizma Inc

620 Herndon Parkway Suite 350

Herndon VA 20171

Phone 2028885301

India Office: Tekizma India Solutions Pvt Ltd

Helios Business Park

Level 10, Wing C, 150 Outer Ring Road,

Kadubeesanahalli, Varthur Hobli, Bangalore 560103

September 27, 2022,

Rishya K P
12, Thiyagi Theerthagiriyar Street,
Kumarasamy Pet, Dharmapuri,
Tamil Nadu, 636701

Dear Rishya,

Your offer for Internship

We are very pleased to offer you an internship with Calypso Technology India Private Limited (the "Company"). We are delighted at the prospect of you joining as an **Intern** at the **Chennai office**. Your Internship is anticipated to begin on **January 02, 2023**, and you shall report to **Santhosh Venkatesan, Manager, Engineering, Capital Markets**.

Your internship terms and conditions are listed below:

Internship

You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time and will conform to such directions that shall be given to you from your supervisors. You will not undertake Outside Employment with or without remuneration unless you have the prior written approval of the senior management of the Company or its delegate. Outside Employment may include (but are not limited to) activities as a director, officer, partner, sole proprietor, consultant or controlling stockholder of any business and in particular any business that is similar to or competing with the business of the Company. If management does not approve your request to such Outside Employment and you decide to engage in the activity, your internship may be terminated without any notice or compensation.

Working Hours

Your total working hours (excluding break(s)) are 40 hours per week. You may be required to work outside the official hours from time to time.

Remuneration

Your total fixed pay will be **INR 40,000.00** per month.

The Company will deduct taxes as appropriate and consistent with the provisions of the Income Tax Act, 1961. You will be responsible for all tax liabilities arising out of payments pursuant to your internship with the Company.

Confidentiality

You shall keep secret and shall not at any time (whether during or after the period of your internship) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods, client lists or other information which you knew or ought reasonably to have known to be confidential concerning the business or affairs of the Company or any Group company or any of their related companies or any of their clients.

The restriction contained in the paragraph shall not apply:

Employer



1 of 3

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Employee


RISHYA K P (Sep 29, 2022 20:55 GMT+5.5)

- To any disclosure or use authorized by the Company or required by law or in the normal course of your internship; or
- To prevent you from using your own personal skill in any business in which you may be lawfully engaged after the termination of your internship.

You agree to execute the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Code of Conduct and Staff Regulations

Please see Calypso's policies, included separately, for code of conduct and staff regulations.

Intellectual Property Developed During Your Internship

Your rights and responsibilities and the Company's rights and responsibilities are as set forth in the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Termination

Your internship terminates on **June 30, 2023**. The Company may terminate the internship at any time prior to the aforementioned end date, at the Company's sole discretion. The intern may terminate the internship only by giving the Company three (3) days' notice or payment in lieu of notice.

Return of Company Property

You will promptly whenever requested by the Company and in any event upon the termination of your internship deliver up to the Company all lists of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have come into your possession, custody or control in the course of your internship, all electronic equipment, computer software or hardware and other property including your staff ID card used in connection with the operations of the Company or any other member of the Group, and you will not be entitled to, and may not, retain any copies. Title and copyright in such correspondence and other documents, papers, records and property is vested in the Company.

Governing Law

Your internship shall be governed by and interpreted in accordance with the laws of India. In addition, you will also be required to abide by all the policies of the Company.

Reference and Background Check

Your signature of this offer of employment shall be your written consent that our Human Resources organization may utilize internship verification processes that may include a Criminal report, an Education confirmation, Internship verification, and a Global Sanctions

Employer



2 of 3

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Employee


RISHYA K P (Sep 29, 2022 20:55 GMT+5.5)



Calypso Technology India Pvt. Ltd.
UNIT 201, AKRUTI CENTER POINT
MIDC Central Road
Near Marol Tel. Exchange
MIDC, Andheri (E)
MUMBAI 400 093
CIN U72200MH2006PTC163566

TEL +91 22 61065700
FAX +91 22 28345695

and Enforcement report. Your internship shall be subject to successful reference and background checks.

To indicate acceptance of this offer, scan and email this signed offer letter and the signed Employee Proprietary Information and Inventions Agreement to saniya.samnani@adenza.com no later than October 04, 2022. This internship offer is valid up to October 04, 2022. We anticipate that your first day of internship will commence on or about January 02, 2023. Your internship terms should be treated with the strictest confidence. Should you have queries on your internship terms, please contact Human Resources.

Calypso Technology highly recommends consulting your personal tax advisor in order to understand any potential tax implications associated with your offer of internship.

We believe that Calypso Technology India Private Limited offers a challenging and rewarding career opportunity for its employees and we are excited about you joining our team. We wish to take this opportunity to welcome you to the Group and wish you every success with the Company.

Yours sincerely,

Joshua Geller
Director

Accepted by:

RISHYA K.P (Sep 29, 2022 20:55 GMT+5.5)
Rishya K P

Date: Sep 29, 2022

Employer

Employee
RISHYA K.P (Sep 29, 2022 20:55 GMT+5.5)



**EMPLOYEE
PROPRIETARY INFORMATION AND INVENTIONS
AGREEMENT**

The following confirms an agreement between me and **CALYPSO TECHNOLOGY, INC. & INDIA PRIVATE LIMITED**, a private limited company incorporated under the provisions of the (Indian) Companies Act, 1956 (the "Company"), which is a material part of the consideration for my employment by the Company:

1. The Company is a subsidiary company of Calypso Technology, Inc., a Delaware corporation located in the United States. I understand that the Company has entered into a License Agreement with Calypso Technology Inc., and in accordance with the said License Agreement, Proprietary Information owned by Calypso Technology Inc., have been made available to the Company only for the purpose of Company carrying on its business in India and in support of Calypso Technology, Inc's operations. For purposes of this Agreement, "Proprietary **Information**" is information that was or will be developed, created, or discovered by or on behalf of the Company, or which became or will become known by, or was or is conveyed to the Company, which has commercial value in the Company's business. "Proprietary Information" includes, but is not limited to, information about trade secrets, computer programs, designs, technology, ideas, know-how, processes, formulas, composition, data, techniques, improvements, inventions (whether patentable or not), works of authorship, business and product development plans, the salaries and terms of compensation of other employees, customers and other information concerning the Company's actual or anticipated business, research or development, or which is received in confidence by or for the Company from any other person. I understand that my employment creates a relationship of confidence and trust between me and the Company with respect to Proprietary Information.
2. I understand that the Company possesses or will possess "Company Materials" which are important to its business. For purposes of this Agreement, "Company Materials" are documents or other media or tangible items that contain or embody Proprietary Information or any other information concerning the business, operations or plans of the Company, whether such documents have been prepared by me or by others. "Company Materials" include, but are not limited to, blueprints, drawings, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, as well as samples, prototypes, models, products and the like.
3. In consideration of my employment by the Company and the compensation received by me from the Company from time to time, I hereby agree as follows:
 - a. All Proprietary Information and all titles, patents, patent rights, copyrights, mask work rights, trade secret rights, and other intellectual property and rights anywhere in the world including future rights (collectively called "Rights") conceived or developed by me either alone or

Employer _____

Employee _____

RISHVA K P (Sep 29, 2022 20:55 GMT+5.5)

jointly with others during the course of my employment with the Company whether existing or reasonably anticipated now or at any time during the period of my employment and which relate to the products, processes or services provided by the Company shall be the sole property of the Company. To the extent such Rights do not vest in the Company, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such Rights to the Company or Calypso Technology Inc. or any other company as may be directed by the Company. Further, to the extent future rights do not vest in the Company on the date of its creation, I hereby undertake to execute at the request of the Company, all necessary documents for assignment of such rights in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. . At all times, both during my employment with the Company and after its termination, I will keep in confidence and trust and will not use or disclose any Proprietary Information or anything relating to it without the prior written consent of an officer of the Company except as may be necessary and appropriate in the ordinary course of performing my duties to the Company. Nothing contained herein will prohibit an employee from disclosing to anyone the amount of his or her wages.

- b. All Company Materials shall be the sole property of the Company. I agree that during my employment by the Company, I will not remove any Company Materials from the business premises of the Company or deliver any Company Materials to any person or entity outside the Company, except as I am required to do in connection with performing the duties of my employment. I further agree that, immediately upon termination of my employment by me or by the Company for any reason, or during my employment if so requested by the Company, I will return all Company Materials, apparatus, equipment and other physical property, or any reproduction of such property, excepting only (i) my personal copies of records relating to my compensation; (ii) my personal copies of any materials previously distributed generally to stockholders of the Company; and (iii) my copy of this Agreement.
- c. I will promptly disclose in writing to the President of the Company, or to any persons designated by the Company, all "Inventions", (which term includes improvements, inventions, works of authorship, trade secrets, technology, computer programs, formulas compositions, ideas, designs, processes, techniques, know-how and data, whether or not patentable) made or conceived or reduced to practice or developed by me, either alone or jointly with others, during the term of my employment. I will also disclose to the President of the Company Inventions conceived, reduced to practice, or developed by me within six (6) months of the termination of my employment with the Company; such disclosures shall be received by the Company in confidence (to the extent they are not assigned in (d) below) and do not extend the assignment made in Section (d) below. I will not disclose Inventions covered by Section 3.d to any person outside the Company unless I am requested to do so by management personnel of the Company.
- d. I agree that all Inventions which I make, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during my employment shall be the sole property of the Company. At the request of the Company, I shall also execute all necessary documents for assigning the rights over such Inventions in favour of Calypso Technology Inc. or any other company as may be directed by the Company, To the extent the rights over such Inventions do not vest in the Company by operation of law, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such rights to the Company or Calypso

Employer



Employee


RISHYA K P (Sep 29, 2022 20:55 GMT+5.5)

Technology Inc. or any other company as may be directed by the Company. As regards (future) rights over Inventions that would be developed by me, to the extent the rights over the same do not vest in the Company on the date of its creation, I hereby undertake to execute all necessary documents for assigning such rights on a royalty-free, worldwide, perpetual and irrevocable basis, in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. Further, the assigned rights shall not expire in any manner whatsoever due to failure to exercise the same by the Company or Calypso Technology Inc. or such other company, under the Indian Copyright Act, 1957 or under any other law in any other jurisdiction. In case I file an application to register my right over any invention (which is related to the products or services offered by the Company) within 6 months of the termination of my employment, such inventions shall be deemed to have been developed by me during my employment with the Company and the said Invention shall belong to the Company as per the terms of this Agreement and will be treated accordingly.

- e. I agree to perform, during and after my employment, all acts deemed necessary or desirable by the Company to permit and assist it, at the Company's expense, in evidencing, perfecting, obtaining, maintaining, defending and enforcing Rights and/or my assignment with respect to such Inventions in any and all countries. Such acts may include, but are not limited to, execution of documents and assistance or cooperation in legal proceedings. I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.
- f. Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively, "Moral Rights"). To the extent such Moral Rights cannot be assigned under applicable law and to the extent the following is allowed by the laws in the various countries where Moral Rights exist, I hereby waive such Moral Rights and consent to any action of the Company that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by the Company.
- g. I have attached hereto a complete list of all existing Inventions to which I claim ownership as of the date of this Agreement and that I desire to specifically clarify are not subject to this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions at the time of signing this Agreement.
- h. During the term of my employment and for one (1) year thereafter, I will not encourage or solicit any employee or consultant of the Company to leave the Company for any reason. However, this obligation shall not affect any responsibility I may have as an employee of the Company with respect to the bona fide recruiting and termination of employment of Company personnel.
- i. I agree that during my employment with the Company I will not engage in any employment, business, or activity that is in any way competitive with the business or proposed business of the Company, and I will not assist any other person or organization in competing with the Company or preparing to engage in competition with the business or proposed business of the

Employer _____



Employee _____


RISHVA K P (Sep 29, 2022 20:55 GMT+5.5)

Company. The provisions of this paragraph shall apply both during normal working hours and at all times including, but not limited to, nights, weekends and vacation time, while I am employed by the Company.

- j. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company. I further acknowledge and agree that the Company has explicitly advised me that I am not to bring to the Company, or otherwise utilize, any materials, documents or other information which is proprietary, confidential or a trade secret of any former employer or other party from whom I acquired such information in confidence or in trust.
4. I agree that this Agreement does not purport to set forth all of the terms and conditions of my employment, and that as an employee of the Company I have obligations to the Company which are not set forth in this Agreement.
5. I agree that my obligations under paragraphs 3(a) through 3(f) and paragraph 3(h) of this Agreement shall continue in effect after termination of my employment, regardless of the reason or reasons for termination, and whether such termination is voluntary or involuntary on my part, and that the Company is entitled to communicate my obligations under this Agreement to any future employer or potential employer of mine.
6. This Agreement shall be governed by and construed in accordance with the laws of India and the courts of Mumbai would have jurisdiction over the same.
- In addition to other remedies provided by law or this Agreement, Company shall have the right to obtain injunctive relief against the breach by me of any provision of this Agreement as I understand my breach will cause irreparable harm to the Company and monetary damages would not be an adequate remedy.
7. This Agreement shall be effective as of the date I execute this Agreement and shall be binding upon me, my heirs, executors, assigns, and administrators and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.
8. This Agreement can only be modified by a subsequent written agreement executed by the President and Chief Executive Officer of the Company and Calypso Technology, Inc.

Employer



Employee


RISHVA K P (Sep 29, 2022 20:55 GMT+5.5)

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

Dated: Sep 29, 20, 22


RISHYA K P (Sep 29, 2022 20:55 GMT+5.5)
Employee (Signature)

RISHYA K P
(Print Name)

Accepted and Agreed to:

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

By: 

Joshua Geller, Director
Name and Title

Employer 

Employee 
RISHYA K P (Sep 29, 2022 20:55 GMT+5.5)

ATTACHMENT A

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

Ladies and Gentlemen:

1. The following is a complete list of Inventions relevant to the subject matter of my employment by the Company that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my employment by the Company that I desire to clarify are not subject to the Company's Proprietary Information and Inventions Agreement:

- No Inventions
- See below:
- Additional sheets attached

2. I propose to bring to my employment the following materials and documents of a former employer which are not proprietary, confidential or a trade secret:

- No materials or documents.
- See below:

(Please tick mark the appropriate option)


RISHYA K P (Sep 29, 2022 20:55 GMT+5.5)
Employee (Signature)

RISHYA K P
(Print Name)

Employer 

Employee 
RISHYA K P (Sep 29, 2022 20:55 GMT+5.5)

ADENZA has an offer for you - Rishya K P

Final Audit Report

2022-09-29

Created:	2022-09-27
By:	Saniya Samnani (saniya_samnani@calypso.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA13dKUy2FF4mlkZTzwx3PRrBxCeuNW3Yv

"ADENZA has an offer for you - Rishya K P" History

-  Document created by Saniya Samnani (saniya_samnani@calypso.com)
2022-09-27 - 8:01:10 AM GMT - IP address: 49.248.47.218
-  Document emailed to RISHYA K P (rishyakp@gmail.com) for signature
2022-09-27 - 8:02:09 AM GMT
-  Email viewed by RISHYA K P (rishyakp@gmail.com)
2022-09-27 - 8:04:54 AM GMT - IP address: 157.46.121.82
-  Document e-signed by RISHYA K P (rishyakp@gmail.com)
Signature Date: 2022-09-29 - 3:25:27 PM GMT - Time Source: server - IP address: 157.49.206.24
-  Agreement completed.
2022-09-29 - 3:25:27 PM GMT

September 27, 2022,

Reshma D
131, 11th street Dr.Jaganathan,
Coimbatore, Tamil Nadu,
641014

Dear Reshma,

Your offer for Internship

We are very pleased to offer you an internship with Calypso Technology India Private Limited (the "Company"). We are delighted at the prospect of you joining as an **Intern** at the **Chennai office**. Your Internship is anticipated to begin on **January 02, 2023**, and you shall report to **Thangarasu Ramar, Senior Manager, Engineering, Capital Markets**.

Your internship terms and conditions are listed below:

Internship

You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time and will conform to such directions that shall be given to you from your supervisors. You will not undertake Outside Employment with or without remuneration unless you have the prior written approval of the senior management of the Company or its delegate. Outside Employment may include (but are not limited to) activities as a director, officer, partner, sole proprietor, consultant or controlling stockholder of any business and in particular any business that is similar to or competing with the business of the Company. If management does not approve your request to such Outside Employment and you decide to engage in the activity, your internship may be terminated without any notice or compensation.

Working Hours

Your total working hours (excluding break(s)) are 40 hours per week. You may be required to work outside the official hours from time to time.

Remuneration

Your total fixed pay will be **INR 40,000.00** per month.

The Company will deduct taxes as appropriate and consistent with the provisions of the Income Tax Act, 1961. You will be responsible for all tax liabilities arising out of payments pursuant to your internship with the Company.

Confidentiality

You shall keep secret and shall not at any time (whether during or after the period of your internship) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods, client lists or other information which you knew or ought reasonably to have known to be confidential concerning the business or affairs of the Company or any Group company or any of their related companies or any of their clients.

The restriction contained in the paragraph shall not apply:

Employer



1 of 3

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Employee



- To any disclosure or use authorized by the Company or required by law or in the normal course of your internship; or
- To prevent you from using your own personal skill in any business in which you may be lawfully engaged after the termination of your internship.

You agree to execute the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Code of Conduct and Staff Regulations

Please see Calypso's policies, included separately, for code of conduct and staff regulations.

Intellectual Property Developed During Your Internship

Your rights and responsibilities and the Company's rights and responsibilities are as set forth in the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Termination

Your internship terminates on **June 30, 2023**. The Company may terminate the internship at any time prior to the aforementioned end date, at the Company's sole discretion. The intern may terminate the internship only by giving the Company three (3) days' notice or payment in lieu of notice.

Return of Company Property

You will promptly whenever requested by the Company and in any event upon the termination of your internship deliver up to the Company all lists of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have come into your possession, custody or control in the course of your internship, all electronic equipment, computer software or hardware and other property including your staff ID card used in connection with the operations of the Company or any other member of the Group, and you will not be entitled to, and may not, retain any copies. Title and copyright in such correspondence and other documents, papers, records and property is vested in the Company.

Governing Law

Your internship shall be governed by and interpreted in accordance with the laws of India. In addition, you will also be required to abide by all the policies of the Company.

Reference and Background Check

Your signature of this offer of employment shall be your written consent that our Human Resources organization may utilize internship verification processes that may include a Criminal report, an Education confirmation, Internship verification, and a Global Sanctions

Employer



2 of 3

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Employee





and Enforcement report. Your internship shall be subject to successful reference and background checks.

To indicate acceptance of this offer, scan and email this signed offer letter and the signed Employee Proprietary Information and Inventions Agreement to saniya.samnani@adenza.com no later than October 04, 2022. This internship offer is valid up to October 04, 2022. We anticipate that your first day of internship will commence on or about January 02, 2023. Your internship terms should be treated with the strictest confidence. Should you have queries on your internship terms, please contact Human Resources.

Calypso Technology highly recommends consulting your personal tax advisor in order to understand any potential tax implications associated with your offer of internship.

We believe that Calypso Technology India Private Limited offers a challenging and rewarding career opportunity for its employees and we are excited about you joining our team. We wish to take this opportunity to welcome you to the Group and wish you every success with the Company.

Yours sincerely,

Joshua Geller
Director

Accepted by:

Reshma D

Date: Sep 29, 2022

Employer

Employee



**EMPLOYEE
PROPRIETARY INFORMATION AND INVENTIONS
AGREEMENT**

The following confirms an agreement between me and **CALYPSO TECHNOLOGY, INC. & INDIA PRIVATE LIMITED**, a private limited company incorporated under the provisions of the (Indian) Companies Act, 1956 (the "Company"), which is a material part of the consideration for my employment by the Company:

1. The Company is a subsidiary company of Calypso Technology, Inc., a Delaware corporation located in the United States. I understand that the Company has entered into a License Agreement with Calypso Technology Inc., and in accordance with the said License Agreement, Proprietary Information owned by Calypso Technology Inc., have been made available to the Company only for the purpose of Company carrying on its business in India and in support of Calypso Technology, Inc's operations. For purposes of this Agreement, "Proprietary **Information**" is information that was or will be developed, created, or discovered by or on behalf of the Company, or which became or will become known by, or was or is conveyed to the Company, which has commercial value in the Company's business. "Proprietary Information" includes, but is not limited to, information about trade secrets, computer programs, designs, technology, ideas, know-how, processes, formulas, composition, data, techniques, improvements, inventions (whether patentable or not), works of authorship, business and product development plans, the salaries and terms of compensation of other employees, customers and other information concerning the Company's actual or anticipated business, research or development, or which is received in confidence by or for the Company from any other person. I understand that my employment creates a relationship of confidence and trust between me and the Company with respect to Proprietary Information.
2. I understand that the Company possesses or will possess "Company Materials" which are important to its business. For purposes of this Agreement, "Company Materials" are documents or other media or tangible items that contain or embody Proprietary Information or any other information concerning the business, operations or plans of the Company, whether such documents have been prepared by me or by others. "Company Materials" include, but are not limited to, blueprints, drawings, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, as well as samples, prototypes, models, products and the like.
3. In consideration of my employment by the Company and the compensation received by me from the Company from time to time, I hereby agree as follows:
 - a. All Proprietary Information and all titles, patents, patent rights, copyrights, mask work rights, trade secret rights, and other intellectual property and rights anywhere in the world including future rights (collectively called "Rights") conceived or developed by me either alone or

Employer _____

Employee _____

jointly with others during the course of my employment with the Company whether existing or reasonably anticipated now or at any time during the period of my employment and which relate to the products, processes or services provided by the Company shall be the sole property of the Company. To the extent such Rights do not vest in the Company, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such Rights to the Company or Calypso Technology Inc. or any other company as may be directed by the Company. Further, to the extent future rights do not vest in the Company on the date of its creation, I hereby undertake to execute at the request of the Company, all necessary documents for assignment of such rights in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. . At all times, both during my employment with the Company and after its termination, I will keep in confidence and trust and will not use or disclose any Proprietary Information or anything relating to it without the prior written consent of an officer of the Company except as may be necessary and appropriate in the ordinary course of performing my duties to the Company. Nothing contained herein will prohibit an employee from disclosing to anyone the amount of his or her wages.

- b. All Company Materials shall be the sole property of the Company. I agree that during my employment by the Company, I will not remove any Company Materials from the business premises of the Company or deliver any Company Materials to any person or entity outside the Company, except as I am required to do in connection with performing the duties of my employment. I further agree that, immediately upon termination of my employment by me or by the Company for any reason, or during my employment if so requested by the Company, I will return all Company Materials, apparatus, equipment and other physical property, or any reproduction of such property, excepting only (i) my personal copies of records relating to my compensation; (ii) my personal copies of any materials previously distributed generally to stockholders of the Company; and (iii) my copy of this Agreement.
- c. I will promptly disclose in writing to the President of the Company, or to any persons designated by the Company, all "Inventions", (which term includes improvements, inventions, works of authorship, trade secrets, technology, computer programs, formulas compositions, ideas, designs, processes, techniques, know-how and data, whether or not patentable) made or conceived or reduced to practice or developed by me, either alone or jointly with others, during the term of my employment. I will also disclose to the President of the Company Inventions conceived, reduced to practice, or developed by me within six (6) months of the termination of my employment with the Company; such disclosures shall be received by the Company in confidence (to the extent they are not assigned in (d) below) and do not extend the assignment made in Section (d) below. I will not disclose Inventions covered by Section 3.d to any person outside the Company unless I am requested to do so by management personnel of the Company.
- d. I agree that all Inventions which I make, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during my employment shall be the sole property of the Company. At the request of the Company, I shall also execute all necessary documents for assigning the rights over such Inventions in favour of Calypso Technology Inc. or any other company as may be directed by the Company, To the extent the rights over such Inventions do not vest in the Company by operation of law, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such rights to the Company or Calypso

Employer



Employee



Technology Inc. or any other company as may be directed by the Company. As regards (future) rights over Inventions that would be developed by me, to the extent the rights over the same do not vest in the Company on the date of its creation, I hereby undertake to execute all necessary documents for assigning such rights on a royalty-free, worldwide, perpetual and irrevocable basis, in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. Further, the assigned rights shall not expire in any manner whatsoever due to failure to exercise the same by the Company or Calypso Technology Inc. or such other company, under the Indian Copyright Act, 1957 or under any other law in any other jurisdiction. In case I file an application to register my right over any invention (which is related to the products or services offered by the Company) within 6 months of the termination of my employment, such inventions shall be deemed to have been developed by me during my employment with the Company and the said Invention shall belong to the Company as per the terms of this Agreement and will be treated accordingly.

- e. I agree to perform, during and after my employment, all acts deemed necessary or desirable by the Company to permit and assist it, at the Company's expense, in evidencing, perfecting, obtaining, maintaining, defending and enforcing Rights and/or my assignment with respect to such Inventions in any and all countries. Such acts may include, but are not limited to, execution of documents and assistance or cooperation in legal proceedings. I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.
- f. Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively, "Moral Rights"). To the extent such Moral Rights cannot be assigned under applicable law and to the extent the following is allowed by the laws in the various countries where Moral Rights exist, I hereby waive such Moral Rights and consent to any action of the Company that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by the Company.
- g. I have attached hereto a complete list of all existing Inventions to which I claim ownership as of the date of this Agreement and that I desire to specifically clarify are not subject to this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions at the time of signing this Agreement.
- h. During the term of my employment and for one (1) year thereafter, I will not encourage or solicit any employee or consultant of the Company to leave the Company for any reason. However, this obligation shall not affect any responsibility I may have as an employee of the Company with respect to the bona fide recruiting and termination of employment of Company personnel.
- i. I agree that during my employment with the Company I will not engage in any employment, business, or activity that is in any way competitive with the business or proposed business of the Company, and I will not assist any other person or organization in competing with the Company or preparing to engage in competition with the business or proposed business of the

Employer _____



Employee _____



Company. The provisions of this paragraph shall apply both during normal working hours and at all times including, but not limited to, nights, weekends and vacation time, while I am employed by the Company.

- j. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company. I further acknowledge and agree that the Company has explicitly advised me that I am not to bring to the Company, or otherwise utilize, any materials, documents or other information which is proprietary, confidential or a trade secret of any former employer or other party from whom I acquired such information in confidence or in trust.
4. I agree that this Agreement does not purport to set forth all of the terms and conditions of my employment, and that as an employee of the Company I have obligations to the Company which are not set forth in this Agreement.
5. I agree that my obligations under paragraphs 3(a) through 3(f) and paragraph 3(h) of this Agreement shall continue in effect after termination of my employment, regardless of the reason or reasons for termination, and whether such termination is voluntary or involuntary on my part, and that the Company is entitled to communicate my obligations under this Agreement to any future employer or potential employer of mine.
6. This Agreement shall be governed by and construed in accordance with the laws of India and the courts of Mumbai would have jurisdiction over the same.

In addition to other remedies provided by law or this Agreement, Company shall have the right to obtain injunctive relief against the breach by me of any provision of this Agreement as I understand my breach will cause irreparable harm to the Company and monetary damages would not be an adequate remedy.

7. This Agreement shall be effective as of the date I execute this Agreement and shall be binding upon me, my heirs, executors, assigns, and administrators and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.
8. This Agreement can only be modified by a subsequent written agreement executed by the President and Chief Executive Officer of the Company and Calypso Technology, Inc.

Employer _____



Employee _____



I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

Dated: Sep 29, 2022, _____

D. Reshma
Employee (Signature)

D Reshma
(Print Name)

Accepted and Agreed to:

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

By: JG

Joshua Geller, Director
Name and Title

Employer JG

Employee D. Reshma

ATTACHMENT A

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

Ladies and Gentlemen:

1. The following is a complete list of Inventions relevant to the subject matter of my employment by the Company that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my employment by the Company that I desire to clarify are not subject to the Company's Proprietary Information and Inventions Agreement:

- | No Inventions
- | See below:
- | Additional sheets attached

2. I propose to bring to my employment the following materials and documents of a former employer which are not proprietary, confidential or a trade secret:

- | No materials or documents.
- | See below:

(Please tick mark the appropriate option)

D. Reshma

Employee (Signature)

D Reshma

(Print Name)

Employer

J. A.

Employee

D. Reshma

ADENZA has an offer for you - Reshma D

Final Audit Report

2022-09-29

Created:	2022-09-27
By:	Saniya Samnani (saniya_samnani@calypso.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA3XjSWuY9aa0TTEi0yhMVxCnz6YZv9w95

"ADENZA has an offer for you - Reshma D" History

-  Document created by Saniya Samnani (saniya_samnani@calypso.com)
2022-09-27 - 8:10:02 AM GMT - IP address: 49.248.47.218
-  Document emailed to reshmadhandapani2001@gmail.com for signature
2022-09-27 - 8:11:01 AM GMT
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2022-09-27 - 8:37:32 AM GMT - IP address: 157.49.242.187
-  Signer reshmadhandapani2001@gmail.com entered name at signing as D Reshma
2022-09-29 - 1:19:26 PM GMT - IP address: 49.206.113.168
-  Document e-signed by D Reshma (reshmadhandapani2001@gmail.com)
Signature Date: 2022-09-29 - 1:19:28 PM GMT - Time Source: server- IP address: 49.206.113.168
-  Agreement completed.
2022-09-29 - 1:19:28 PM GMT

Date: 27th May 2022**Place:** Chennai

Letter of Offer for Internship

Dear Rasika R,

Further to our recent interviews and discussion, we are pleased to offer you an internship with our company's Chennai office on terms and conditions set out below. Also, based on your performance and successful completion of internship you will be offered with a full-time role of Software Developer with an annual CTC of **INR 10,00,000 (8LPA+2Lakh Joining Bonus)**.

If you agree to accept the offer on these terms, please signify your acceptance by signing in the space below.

Position:

Your position will be “**Software Developer Intern**” with RootQuotient Technologies Private Limited (hereafter referred to as The Company). As an intern of the company, you will be required to report to the Chennai office of the company located at:

The Hive,

1st Floor, No: 5
SRP Stratford, Old Mahabalipuram Rd,
PTK Nagar, Thiruvanmiyur,
Chennai- 600041

Duration of Internship:

Your duration of the internship with the company will be for **6 months** from the date of joining. We request you to serve this period with utmost dedication & sincerity.

Duties:

In your position, you will at times carry out the duties of that position as are assigned to you from time to time and all incidental duties in a diligent, timely and competent manner.

While serving as an intern with the company you will not be engaged in any other form of employment/internship without prior approval of the company.



Compensation:

Your stipend will be **Rs.30,000 (Rupees Thirty Thousand only)** per month during the internship.

Tax Implications:

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

Company Policies:

You will be always required to comply with all policies and manuals issued by the company from time to time.

We sincerely hope that you will accept this offer and look forward to a long and fruitful working relationship with you.

Thanks



Rajagopalan A R,
Chief Executive Officer,
RootQuotient Technologies Pvt. Limited.

Acceptance of Offer:

I, **Rasika R**, acknowledge that I have read this offer and by signing in the space below I hereby accept the offer and agree to be bound by all terms and conditions set out herein

Sign : 
Rasika R (May 27, 2022 22:06 GMT+5.5)

Name : Rasika R

Date : May 27, 2022



Internship Offer Letter

Final Audit Report

2022-05-27

Created:	2022-05-27
By:	Esign RootQuotient (esign@rootquotient.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAru3FratCuY9jfoUGBV6RKXUySgLja6WU

"Internship Offer Letter" History

-  Document created by Esign RootQuotient (esign@rootquotient.com)
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A S Rakesh Krishna

2/4, main road , velavadi, nagari mandal ,
chittoor 517590 Andhra Pradesh

Dear Rakesh,

Internship Offer Letter

We are pleased to offer you an internship at our company in the Product department at our **Contlo Technologies Private Limited**("Contlo") office. Your internship shall commence on 02/01/2023 and shall end on 28/05/2023 ("Term"). The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
2. You are eligible for a stipend of **Rs. 25,000 per month (Rs 20,000 fixed + Rs 5,000 variable which will be performance-based)** during the Term which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the Company.
3. Your timings will be from 10:00 am to 7:00 pm, Monday to Friday. Please note that this will be an in-office internship program and you are expected to be on-site during working hours.
4. You will sign a confidentiality agreement with the company before you commence your internship.
5. During your internship with **Contlo**, you may have access to trade secrets and confidential or proprietary business information belonging to the company. 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 of Contlo. The internship cannot be construed as an employment or an offer of employment with Contlo.

Please confirm your acceptance of the terms of this offer by 17/11/2022 failing which, we have the right to cancel the internship.

We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Sincerely,

HR Team
Contlo

I A S Rakesh Krishna, accept the aforesaid offer and will start my internship on 02/01/2023.

A. S. Rakesh Krishna

Date: 17/11/22

**FIXED TERM AGREEMENT OF INTERNSHIP
Six (6) MONTHS**

Entered into by and between the parties:

FOXSENSE INNOVATIONS PRIVATE LIMITED
(Hereinafter referred to as “the Company”)

and

Ragul Raj
(Hereinafter referred to as “The Intern”)

WHEREAS the Company has embarked up on a project and decided to offer an Internship for Interns in order to assist with expediting its service delivery and also to enable the intern to obtain the necessary practical and on the Job training for his/ her technical qualifications and the Intern has agreed to serve the Company as an Intern for a period of Six (6) months on the terms and subject to the conditions as set out hereunder.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. COMMENCEMENT AND DURATION

1.1 This agreement will commence on **15th December 2022** and continue for **6 months** whereupon it will automatically terminate. 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.

1.2 Should the project be canceled for any reason during the above mentioned period, this agreement shall stand canceled and so the Internship.

1.3 The expiry of this agreement as per the clause 1.2 above shall not guarantee any further extension of the Internship and will not be construed as creating any legitimate expectation of further employment.

2. PREMATURE TERMINATION

2.1 Notwithstanding the provisions of Clause 1 above, the Company will be entitled to terminate this agreement prior to the expiry date mentioned in Clause 1 above for any reason recognisable in law and/or equity including but not limited to instances where the Intern misconducts him or herself, does not perform in accordance with the standards set by the Company alternatively for reasons based on its operational requirements.

2.2 In the case of a premature termination as contemplated in this clause the Company will not be liable to compensate the Intern in lieu of the unexpired portion of this agreement. The following notice period will be applicable provided the same is given in writing.

2.3 One week in the event of the Intern being employed for Six (6) months or less;

2.4 Notwithstanding the provisions of this clause, the Company may terminate the Intern's services summarily without notice for any cause recognised in law.

3. STIPEND

3.1 The Company will pay to the Intern a gross monthly stipend of INR 25,000/- [Rupees Twenty Five Thousand only] which will be payable by no later than the fifth day of the following month.

3.2 Payment of the Intern's remuneration will be paid by way of direct deposit into the Intern's bank account the details of which are: **IT CAN ALSO BE IN THE FORM OF CHEQUE OR CASH. CLAUSE CAN BE AMENDED ACCORDINGLY**

4. TRANSPORT

4.1 It will be the Intern's responsibility to arrange transport to and from the workplace and also to bear any costs in this regard.

4.2 Should it be necessary for the Intern to travel during the course and scope of his or her duties under this agreement such transport will be provided by the Company at its cost.

5. ANNUAL LEAVE

5.1 During the period of internship the Intern will be entitled to paid annual leaves.

5.2 Leave must be taken at times convenient to the Company.

5.3 Any application for leave must be made on the standard leave application of the Company and within the time periods as set by the Company prior to the leave being taken.

6. SICK LEAVE

6.1 During the period of internship the Intern will be entitled to paid sick leaves.

6.2 In the event of the Intern being absent from work for three or more days due to illness or incapacity or on more than two occasions during an 8 (eight) week period he or she will be obliged to furnish a medical certificate stating that he or she was unable to work for the duration of his or her absence on account of sickness or incapacity.

6.3 Failure to submit a medical certificate as referred to in this clause will result in such absence being treated as unpaid leave.

6.4 Any extended period of absence from work (in excess of 2 (two) days for any reason, including medical reasons), without due notice to the Company or the Intern's duly nominated supervisor, may be regarded as absence without leave.

7. PROBATIONARY PERIOD

7.1 The first three months of this contract will be considered to constitute a probationary period during which the Intern's suitability for the position as well as his or her performance will be monitored. Should it be established during the aforementioned probationary period that the Intern is not suited to the position or alternatively that his or her performance does not meet the standard set by the Company, then the Intern's services may be terminated on one week's written notice.

8. SUPERVISION

8.1 During the course of this agreement the Intern will work under the direction of qualified and/or suitably experienced technical staff employed or designated by the Company.

9. INTELLECTUAL PROPERTY RIGHT

9.1 During the currency of this agreement the Intern might have to work in developing any Intellectual Property such as patents in the matters of developing IP or developing any patent. In this matter, the Intern shall not have any right or shall not hold any right on the IP that has been developed.

9.2 The intern after the termination or completion of his internship period, the intern shall not disclose about the IP in his future employment or business.

9.3 After your resignation from the company, the candidate will not be able to start the same business for next one year and should not work with the same clients for next two years.

9.4 Failure to comply with any of these clauses would make the intern face all the legal proceedings.

10. WORKING HOURS

10.1 The Intern's normal hours of work will be 40 hours per week, but can exceed as per requirement.

11. CONFIDENTIALITY

11.1 During the currency of this agreement and after its termination, the Intern agrees and undertakes that he or she will not use to the detriment or prejudice of the Company, except in the course of his or her duties, divulge to any person, any trade secret or other confidential information concerning the business or affairs of the Company, and/or any associated institutional entity which may have come to his or her knowledge during the course of his or her employment under this agreement.

12. REPORTING

12.1 The Intern will be obliged to liaise with and communicate any difficulties encountered with regard to any aspect of his or her employment under this agreement to his or her direct supervisor in order to ensure that effective assistance is rendered as and when required.

13. CODE OF ETHICS AND OTHER PROCEDURES

13.1 Whilst in the employ of the Company under this agreement the Intern will comply with the provisions of the disciplinary code and procedure, grievance procedure and health and safety procedures in force at the Company from time to time.

13.2 In addition to the above-mentioned the Intern also specifically undertakes to abide by the provisions of the code of ethics which is more fully set out in Addendum A to this agreement.

14. DOMICILIUM

14.1 The parties choose the respective addresses set forth hereunder as their respective domicilium citandi et executandi (“domicilium”) for all purposes arising from this agreement and as their respective addresses for the service of any notice required to be served upon them hereunder:

14.1.1 THE COMPANY

FoxSense Innovations Private Limited
2nd Floor, Abhi’s Hiranya, Road number 36,
Jubilee Hills, Hyderabad, Telangana- 500033

14.1.2 THE INTERN

Ragul Raj
5/2, Thamba gounden palayam,
Arisipalayam, Coimbatore - 641032

14.2 Any notice or communication required or permitted to be given in terms of this agreement shall be valid and effective only if in writing but it shall be competent to give notice by EMail.

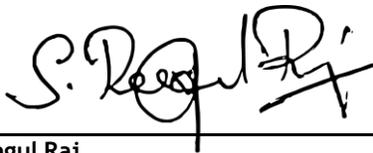
14.3 Either party may by notice to the other party change the physical address as its domicilium citandi et executandi to another physical address in India or telefax number provided that the change shall be effective on the 7th day from the deemed receipt of the notice by the other party.

15. GENERAL CLAUSE

15.1 This document contains the entire agreement between the parties.

15.2 No agreement to vary, add or to cancel this agreement shall be of any force or effect unless reduced to writing and signed by or on behalf of the parties to this agreement.

THUS DONE AND SIGNED AT COIMBATORE ON THIS 07TH DAY OF 12/2022



Ragul Raj



Anvitha Reddy
HR, FoxSense Innovations

Pruthvi G

Date: 27/09/2022

Reg: Internship Letter

Dear Pruthvi,

On behalf of Tekizma India Solutions Private Limited., we are pleased to provide an Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



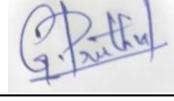
Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date: 01/10/2022

Name: Pruthvi G

Priya Varshini T

Date: 27/09/2022

Reg: Internship Letter

Dear Priya,

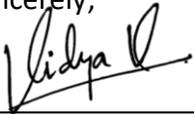
On behalf of Tekizma India Solutions Private Limited., we are pleased to provide an Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date: 2/10/22

Name: Priya Varshini T

16 November 2022

Mr. Prasanth Kumar R
23/25, Venkatesapuram street Mettupalayam,
Tirupur, 641602

Dear *Prasanth*,

Sub: Project Training

We are pleased to offer you Project training in **Assurance** so as to facilitate you to acquire requisite degree of proficiency, competency and work knowledge.

Duration : 19 December 2022 - 30 June 2023
Service Line : Assurance
Stipend : 21,200 per month
Project Location : Chennai
Project Mentor : Vignesh K S

Your Project Mentor will brief you on your Project when you join.

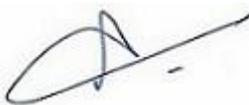
At the Project Location city, you are expected to make your own accommodation and travel arrangements, to and from your place of work.

Your working hours will be as per those of the client or as per the office as the case may be. You will not be entitled to any benefits and allowances as applicable to the employees of the Company/Firm. However, the period of training may further be extended if deemed necessary at the sole discretion of the Company/Firm. Your current engagement is only in the capacity of a trainee and shall not be construed to be an employment. Moreover, the current training shall not entitle you to claim permanent employment with either **S. R. Batliboi & Associates LLP**, or the client.

Looking forward to having you with us, and hope you have a rewarding and challenging experience with S. R. Batliboi & Associates LLP.

Please sign and return to us the duplicate copy of this letter in token of your acceptance.

Yours faithfully
For **S. R. Batliboi & Associates LLP**,



Anshula Verma
Authorised Signatory



Signed _____

Date: 17/11/2022

Prasanth Kumar R



INTERNSHIP AGREEMENT

THIS AGREEMENT is made on the 11th of **November 2022**.

BETWEEN

- (1) **THOROGOOD ASSOCIATES INDIA PRIVATE LIMITED** of Unit 201 ACR Towers, 32 Residency Road, Bangalore 560025, India ("the **Company**"); and
- (2) **Mr. Prakash Narasimhan** currently residing at 11, Subramaniyam Avenue, Vilankurichi Road, Coimbatore, Tamil Nadu - 641035. (the **Intern**)

IT IS AGREED AS FOLLOWS:

1. Definitions and Interpretation

1.1 In this Agreement the following definitions apply:

Associated Company means

- (a) a company having an ordinary share capital of which not less than 25 per cent is owned directly or indirectly by the Company or its holding company; or
- (b) a holding company of the Company; or
- (c) a subsidiary of any such holding company

Confidential Information means all confidential information relating to the Company and/or any Associated Company and/or its clients, referrers of business whether referred to as confidential or not and includes the following:

- (a) any and all versions of the Company's proprietary computer software and documentation;
- (b) other software, hardware, documentation and information created, developed, produced or distributed by the Company;
- (c) the Company's business methods and practices;
- (d) Compillations of data or information concerning Company's busnness;
- (e) the names of the Company's suppliers and customers and the nature of Company's relationships with them;
- (f) the business information and requirements of the Company's customers;

- (g) confidential, proprietary or trade secret information submitted to the Company by the Company's customers, suppliers, employees, consultants or co-ventures for study, evaluation or use;
- (h) the contents of this Internship Agreement including the amount of stipend receivable by the Intern hereunder; and
- (i) any other information not generally known to the public (including the information about the Company's operations, finances, personnel, products or services) that is maintained as confidential by the Company or is otherwise considered by the Company to be confidential.

Intellectual Property Rights means an invention, discovery, secret process, trade mark, service mark, copyright work, design, patent, domain name, internet address, know-how and any other intellectual property right throughout the world which is:

- (a) related to or connected with the business of Company or a product or service of Company or any Associated Company; and / or
- (b) invented, created, produced or conceived by the Intern (whether alone or jointly with another person) in the course of the internship with the Company.

1.2 In this Agreement, unless the context otherwise requires:

1.2.1 A reference to termination of this Agreement includes a reference to the termination of the Intern's internship;

1.2.2 Headings are for convenience only and do not affect the interpretation of this Agreement;

1.2.3 Words importing the singular include the plural and vice versa; and

1.2.4 Words importing a gender include any gender

2. **Term**

The Company shall provide the Intern an opportunity to complete an internship with the Company from **December 19th, 2022**, till **June 23rd, 2023**.

3. **Duties**

3.1 The Intern shall undertake such duties in relation to the Company's business as the Company deems fit and considers reasonable for the Intern to perform.

3.2 In discharge of duties the Intern shall comply and observe with all reasonable and proper resolutions and regulations and directions from time to time made or given by the Company.

December 29, 2022,

Nivitha M K
D/o Kanagaraj 1/901,
Palaniandavar Nagar,
K.Chettipalayam,
Dharapuram Road,
Tirupur,
Tamil Nadu, 641608

Dear Nivitha,

Your offer for Internship

We are very pleased to offer you an internship with Calypso Technology India Private Limited (the "Company"). We are delighted at the prospect of you joining as an **Intern** at the **Chennai office**. Your Internship is anticipated to begin on **January 02, 2023**, and you shall report to **Shankhararaman Subramanian, Senior Manager, Engineering, Capital Markets**.

Your internship terms and conditions are listed below:

Internship

You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time and will conform to such directions that shall be given to you from your supervisors. You will not undertake Outside Employment with or without remuneration unless you have the prior written approval of the senior management of the Company or its delegate. Outside Employment may include (but are not limited to) activities as a director, officer, partner, sole proprietor, consultant or controlling stockholder of any business and in particular any business that is similar to or competing with the business of the Company. If management does not approve your request to such Outside Employment and you decide to engage in the activity, your internship may be terminated without any notice or compensation.

Working Hours

Your total working hours (excluding break(s)) are 40 hours per week. You may be required to work outside the official hours from time to time.

Remuneration

Your total fixed pay will be **INR 40,000.00** per month.

The Company will deduct taxes as appropriate and consistent with the provisions of the Income Tax Act, 1961. You will be responsible for all tax liabilities arising out of payments pursuant to your internship with the Company.

Confidentiality

You shall keep secret and shall not at any time (whether during or after the period of your internship) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods, client lists or other information which you knew or ought reasonably to have known to be confidential concerning the

Employer



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WWW.CALYPSO.COM

Employee


Nivitha (Dec 29, 2022 16:58 GMT+5.5)

business or affairs of the Company or any Group company or any of their related companies or any of their clients.

The restriction contained in the paragraph shall not apply:

- To any disclosure or use authorized by the Company or required by law or in the normal course of your internship; or
- To prevent you from using your own personal skill in any business in which you may be lawfully engaged after the termination of your internship.

You agree to execute the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Code of Conduct and Staff Regulations

Please see Calypso's policies, included separately, for code of conduct and staff regulations.

Intellectual Property Developed During Your Internship

Your rights and responsibilities and the Company's rights and responsibilities are as set forth in the Company's standard Employee Proprietary Information and Inventions Agreement attached hereto as Exhibit A.

Termination

Your internship terminates on **June 30, 2023**. The Company may terminate the internship at any time prior to the aforementioned end date, at the Company's sole discretion. The intern may terminate the internship only by giving the Company three (3) days' notice or payment in lieu of notice.

Return of Company Property

You will promptly whenever requested by the Company and in any event upon the termination of your internship deliver up to the Company all lists of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have come into your possession, custody or control in the course of your internship, all electronic equipment, computer software or hardware and other property including your staff ID card used in connection with the operations of the Company or any other member of the Group, and you will not be entitled to, and may not, retain any copies. Title and copyright in such correspondence and other documents, papers, records and property is vested in the Company.

Governing Law

Your internship shall be governed by and interpreted in accordance with the laws of India. In addition, you will also be required to abide by all the policies of the Company.

Reference and Background Check

Employer



2 of 3

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Employee


Nivitha (Dec 29, 2022 16:58 GMT+5.5)

Your signature of this offer of employment shall be your written consent that our Human Resources organization may utilize internship verification processes that may include a Criminal report, an Education confirmation, Internship verification, and a Global Sanctions and Enforcement report. Your internship shall be subject to successful reference and background checks.

To indicate acceptance of this offer, scan and email this signed offer letter and the signed Employee Proprietary Information and Inventions Agreement to saniya.samnani@adenza.com no later than December 30, 2022. This internship offer is valid up to December 30, 2022. We anticipate that your first day of internship will commence on or about January 02, 2023. Your internship terms should be treated with the strictest confidence. Should you have queries on your internship terms, please contact Human Resources.

Calypso Technology highly recommends consulting your personal tax advisor in order to understand any potential tax implications associated with your offer of internship.

We believe that Calypso Technology India Private Limited offers a challenging and rewarding career opportunity for its employees and we are excited about you joining our team. We wish to take this opportunity to welcome you to the Group and wish you every success with the Company.

Yours sincerely,



Joshua Geller
Director

Accepted by:



[Nivitha \(Dec 29, 2022 16:58 GMT+5.5\)](#)

Nivitha M K

Date: Dec 29, 2022

Employer



Employee



[Nivitha \(Dec 29, 2022 16:58 GMT+5.5\)](#)



**EMPLOYEE
PROPRIETARY INFORMATION AND INVENTIONS
AGREEMENT**

The following confirms an agreement between me and **CALYPSO TECHNOLOGY, INC. & INDIA PRIVATE LIMITED**, a private limited company incorporated under the provisions of the (Indian) Companies Act, 1956 (the "Company"), which is a material part of the consideration for my employment by the Company:

1. The Company is a subsidiary company of Calypso Technology, Inc., a Delaware corporation located in the United States. I understand that the Company has entered into a License Agreement with Calypso Technology Inc., and in accordance with the said License Agreement, Proprietary Information owned by Calypso Technology Inc., have been made available to the Company only for the purpose of Company carrying on its business in India and in support of Calypso Technology, Inc's operations. For purposes of this Agreement, "Proprietary **Information**" is information that was or will be developed, created, or discovered by or on behalf of the Company, or which became or will become known by, or was or is conveyed to the Company, which has commercial value in the Company's business. "Proprietary Information" includes, but is not limited to, information about trade secrets, computer programs, designs, technology, ideas, know-how, processes, formulas, composition, data, techniques, improvements, inventions (whether patentable or not), works of authorship, business and product development plans, the salaries and terms of compensation of other employees, customers and other information concerning the Company's actual or anticipated business, research or development, or which is received in confidence by or for the Company from any other person. I understand that my employment creates a relationship of confidence and trust between me and the Company with respect to Proprietary Information.

2. I understand that the Company possesses or will possess "Company Materials" which are important to its business. For purposes of this Agreement, "Company Materials" are documents or other media or tangible items that contain or embody Proprietary Information or any other information concerning the business, operations or plans of the Company, whether such documents have been prepared by me or by others. "Company Materials" include, but are not limited to, blueprints, drawings, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, as well as samples, prototypes, models, products and the like.

3. In consideration of my employment by the Company and the compensation received by me from the Company from time to time, I hereby agree as follows:
 - a. All Proprietary Information and all titles, patents, patent rights, copyrights, mask work rights, trade secret rights, and other intellectual property and rights anywhere in the world including future rights (collectively called "Rights") conceived or developed by me either alone or

Employer 

Employee 
Nivitha (Dec 29, 2022 16:58 GMT+5.5)

jointly with others during the course of my employment with the Company whether existing or reasonably anticipated now or at any time during the period of my employment and which relate to the products, processes or services provided by the Company shall be the sole property of the Company. To the extent such Rights do not vest in the Company, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such Rights to the Company or Calypso Technology Inc. or any other company as may be directed by the Company. Further, to the extent future rights do not vest in the Company on the date of its creation, I hereby undertake to execute at the request of the Company, all necessary documents for assignment of such rights in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. . At all times, both during my employment with the Company and after its termination, I will keep in confidence and trust and will not use or disclose any Proprietary Information or anything relating to it without the prior written consent of an officer of the Company except as may be necessary and appropriate in the ordinary course of performing my duties to the Company. Nothing contained herein will prohibit an employee from disclosing to anyone the amount of his or her wages.

- b. All Company Materials shall be the sole property of the Company. I agree that during my employment by the Company, I will not remove any Company Materials from the business premises of the Company or deliver any Company Materials to any person or entity outside the Company, except as I am required to do in connection with performing the duties of my employment. I further agree that, immediately upon termination of my employment by me or by the Company for any reason, or during my employment if so requested by the Company, I will return all Company Materials, apparatus, equipment and other physical property, or any reproduction of such property, excepting only (i) my personal copies of records relating to my compensation; (ii) my personal copies of any materials previously distributed generally to stockholders of the Company; and (iii) my copy of this Agreement.
- c. I will promptly disclose in writing to the President of the Company, or to any persons designated by the Company, all "Inventions", (which term includes improvements, inventions, works of authorship, trade secrets, technology, computer programs, formulas compositions, ideas, designs, processes, techniques, know-how and data, whether or not patentable) made or conceived or reduced to practice or developed by me, either alone or jointly with others, during the term of my employment. I will also disclose to the President of the Company Inventions conceived, reduced to practice, or developed by me within six (6) months of the termination of my employment with the Company; such disclosures shall be received by the Company in confidence (to the extent they are not assigned in (d) below) and do not extend the assignment made in Section (d) below. I will not disclose Inventions covered by Section 3.d to any person outside the Company unless I am requested to do so by management personnel of the Company.
- d. I agree that all Inventions which I make, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during my employment shall be the sole property of the Company. At the request of the Company, I shall also execute all necessary documents for assigning the rights over such Inventions in favour of Calypso Technology Inc. or any other company as may be directed by the Company, To the extent the rights over such Inventions do not vest in the Company by operation of law, I hereby assign on a royalty-free, worldwide, perpetual and irrevocable basis all such rights to the Company or Calypso

Employer 

Employee 
Nivitha (Dec 29, 2022 16:58 GMT+5.5)

Technology Inc. or any other company as may be directed by the Company. As regards (future) rights over Inventions that would be developed by me, to the extent the rights over the same do not vest in the Company on the date of its creation, I hereby undertake to execute all necessary documents for assigning such rights on a royalty-free, worldwide, perpetual and irrevocable basis, in favour of the Company or Calypso Technology Inc. or any other company as directed by the Company. Further, the assigned rights shall not expire in any manner whatsoever due to failure to exercise the same by the Company or Calypso Technology Inc. or such other company, under the Indian Copyright Act, 1957 or under any other law in any other jurisdiction. In case I file an application to register my right over any invention (which is related to the products or services offered by the Company) within 6 months of the termination of my employment, such inventions shall be deemed to have been developed by me during my employment with the Company and the said Invention shall belong to the Company as per the terms of this Agreement and will be treated accordingly.

- e. I agree to perform, during and after my employment, all acts deemed necessary or desirable by the Company to permit and assist it, at the Company's expense, in evidencing, perfecting, obtaining, maintaining, defending and enforcing Rights and/or my assignment with respect to such Inventions in any and all countries. Such acts may include, but are not limited to, execution of documents and assistance or cooperation in legal proceedings. I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.
- f. Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively, "Moral Rights"). To the extent such Moral Rights cannot be assigned under applicable law and to the extent the following is allowed by the laws in the various countries where Moral Rights exist, I hereby waive such Moral Rights and consent to any action of the Company that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by the Company.
- g. I have attached hereto a complete list of all existing Inventions to which I claim ownership as of the date of this Agreement and that I desire to specifically clarify are not subject to this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions at the time of signing this Agreement.
- h. During the term of my employment and for one (1) year thereafter, I will not encourage or solicit any employee or consultant of the Company to leave the Company for any reason. However, this obligation shall not affect any responsibility I may have as an employee of the Company with respect to the bona fide recruiting and termination of employment of Company personnel.
- i. I agree that during my employment with the Company I will not engage in any employment, business, or activity that is in any way competitive with the business or proposed business of the Company, and I will not assist any other person or organization in competing with the Company or preparing to engage in competition with the business or proposed business of the

Employer



Employee



Nivitha (Dec 29, 2022 16:58 GMT+5.5)

Company. The provisions of this paragraph shall apply both during normal working hours and at all times including, but not limited to, nights, weekends and vacation time, while I am employed by the Company.

- j. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company. I further acknowledge and agree that the Company has explicitly advised me that I am not to bring to the Company, or otherwise utilize, any materials, documents or other information which is proprietary, confidential or a trade secret of any former employer or other party from whom I acquired such information in confidence or in trust.
4. I agree that this Agreement does not purport to set forth all of the terms and conditions of my employment, and that as an employee of the Company I have obligations to the Company which are not set forth in this Agreement.
5. I agree that my obligations under paragraphs 3(a) through 3(f) and paragraph 3(h) of this Agreement shall continue in effect after termination of my employment, regardless of the reason or reasons for termination, and whether such termination is voluntary or involuntary on my part, and that the Company is entitled to communicate my obligations under this Agreement to any future employer or potential employer of mine.
6. This Agreement shall be governed by and construed in accordance with the laws of India and the courts of Mumbai would have jurisdiction over the same.

In addition to other remedies provided by law or this Agreement, Company shall have the right to obtain injunctive relief against the breach by me of any provision of this Agreement as I understand my breach will cause irreparable harm to the Company and monetary damages would not be an adequate remedy.

7. This Agreement shall be effective as of the date I execute this Agreement and shall be binding upon me, my heirs, executors, assigns, and administrators and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.
8. This Agreement can only be modified by a subsequent written agreement executed by the President and Chief Executive Officer of the Company and Calypso Technology, Inc.

Employer



Employee



Nivitha (Dec 29, 2022 16:58 GMT+5.5)

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

Dated: Dec 29, 2022, _____



Nivitha (Dec 29, 2022 16:58 GMT+5.5)
Employee (Signature)

Nivitha M K
(Print Name)

Accepted and Agreed to:

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

By:  _____

Joshua Geller, Director
Name and Title

Employer  _____

Employee 

Nivitha (Dec 29, 2022 16:58 GMT+5.5)

ATTACHMENT A

CALYPSO TECHNOLOGY INDIA PRIVATE LIMITED

Ladies and Gentlemen:

1. The following is a complete list of Inventions relevant to the subject matter of my employment by the Company that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my employment by the Company that I desire to clarify are not subject to the Company's Proprietary Information and Inventions Agreement:

- No Inventions
- See below:
- Additional sheets attached

2. I propose to bring to my employment the following materials and documents of a former employer which are not proprietary, confidential or a trade secret:

- No materials or documents.
- See below:

(Please tick mark | the appropriate option)


Nivitha (Dec 29, 2022 16:58 GMT+5.5)
Employee (Signature)

Nivitha M K

(Print Name)

Employer 

Employee 
Nivitha (Dec 29, 2022 16:58 GMT+5.5)

ADENZA has an oXer for you - Nivitha K

Final Audit Report

2022-12-29

Created:	2022-12-29
By:	Saniya Samnani (saniya_samnani@calypso.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAABVeRm354pWmSA8J1WjKFJkTJsJA8fddaJ

"ADENZA has an offer for you - Nivitha K" History

 Document created by Saniya Samnani (saniya_samnani@calypso.com)
2022-12-29 - 11:18:04 AM GMT- IP address: 49.248.47.218

 Document emailed to nivitha1104@gmail.com for signature
2022-12-29 - 11:20:26 AM GMT

 Email viewed by nivitha1104@gmail.com
2022-12-29 - 11:21:50 AM GMT- IP address: 117.221.231.172

 Signer nivitha1104@gmail.com entered name at signing as Nivitha
2022-12-29 - 11:28:20 AM GMT- IP address: 157.49.183.227

 Document e-signed by Nivitha (nivitha1104@gmail.com)
Signature Date: 2022-12-29 - 11:28:22 AM GMT - Time Source: server- IP address: 157.49.183.227

 Agreement completed.
2022-12-29 - 11:28:22 AM GMT

21 October 2022

Mr. Muthu Ragul N
VELLIANGIRI HOSTEL, COIMBATORE INSTITUTE
OF TECHNOLOGY, Coimbatore, 641014

Dear *Muthu*,

Sub: Project Training

We are pleased to offer you Project training in **Assurance** so as to facilitate you to acquire requisite degree of proficiency, competency and work knowledge.

Duration : 19 December 2022 - 30 June 2023
Service Line : Assurance
Stipend : 21,200 per month
Project Location : Chennai
Project Mentor : Vignesh K S

Your Project Mentor will brief you on your Project when you join.

At the Project Location city, you are expected to make your own accommodation and travel arrangements, to and from your place of work.

Your working hours will be as per those of the client or as per the office as the case may be. You will not be entitled to any benefits and allowances as applicable to the employees of the Company/Firm. However, the period of training may further be extended if deemed necessary at the sole discretion of the Company/Firm. Your current engagement is only in the capacity of a trainee and shall not be construed to be an employment. Moreover, the current training shall not entitle you to claim permanent employment with either **S. R. Batliboi & Associates LLP**, or the client.

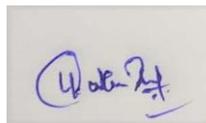
Looking forward to having you with us, and hope you have a rewarding and challenging experience with S. R. Batliboi & Associates LLP.

Please sign and return to us the duplicate copy of this letter in token of your acceptance.

Yours faithfully
For **S. R. Batliboi & Associates LLP**,


Anshula Verma
Authorised Signatory

Signed _____



Date: 22-10-2022

Muthu Ragul N

Date : 1-Dec-22
Name : Kowreesh G
University : MSc - Software Systems, Coimbatore Institute of Engineering & Technology

Sub: Offer of Internship

Dear Kowreesh G ,

Quinbay Technologies Pvt Ltd ("Quinbay" or "Company") is pleased to offer you an '**Intern**' position with the Company for a period starting from **9-Jan-23 to 9-Jul-23**. During your internship, you will be working on the assignment at our Coimbatore office and paid a stipend of **INR 31,000/- per month subject to taxes**.

This is a probationary offer, which does not imply any commitment by Quinbay for regular employment. Successful candidates however, based on performance, may be offered full time employment at the end of the internship period at the sole discretion of the Company.

In case you decide to separate from Quinbay before completing your internship, you would be required to give One (1) month of notice to the company. The Company may, at its option and discretion, waive all of the prescribed notice period or a part thereof in case of a voluntary separation. Company reserves the right of terminating this agreement with immediate effect if your performance is not found satisfactory.

Information pertaining to Quinbay operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Quinbay and act in accordance with the values and principles of the Company.

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

- Respond via email to sujitha.sathasivam@quinbay.com, to communicate your acceptance for the internship and confirm your joining date.
- Any change in joining date must be sent to sujitha.sathasivam@quinbay.com, at least 7 days prior to your original start date. The new joining date must be no later than 5 days from the date of joining listed above
- Report for on-boarding at 9.00 A.M. at **Caledon Square, #348, Avinashi Road, Peelamedu, HUDCO Colony, Coimbatore, Tamil Nadu - 641004**

We look forward to your dedication and commitment as we work together and wish you many successful years at Quinbay.

Sincerely,

For **Quinbay Technologies Pvt Ltd**



N S Sekar
COO



Kowreesh G

On your reporting date, please bring the following mandatory documents (self-attested) and also share the same over email:

- Copy of the offer letter duly signed and dated by you
- Signed NDA (shared separately) along with offer letter
- Your updated resume
- 10th, 12th & Education degree certificate and all year mark sheets for latest graduation or post-graduation.
- Proof of identity: Adhar and PAN are mandatory. If you do not have either, please apply for one immediately and carry the acknowledgement on the day of joining. Also good to have passport.
- 2 photographs (passport sized, colour photos with a white background).
- Bank Account opening (for stipend payments) get original photo ID proofs and permanent address proof.
- Offer letter and Experience/Relieving letter of last 2 companies (If applicable)
- 3 months pay-slip from immediate company (If applicable)



Date: 03-Nov-2022

To

Ms.KIRUTHIKA K,
DOOR NO: 2/1, SRI RANGA NAGAR,
PALAMALAI ROAD, PERIYANAICKENPALAYAM,
COIMBATORE-641020, TAMIL NADU.

Dear **Ms.KIRUTHIKA K,**

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.20000/- (RUPEES TWENTY 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 **03-Dec-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.

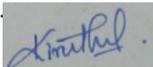
I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

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

Signature:  ecipient1* }} Date of Offer acceptance: 07 Nov 2022

Name : KIRUTNIKA K Place : Coimbatore





ANNEXURE A

NAME : KIRUTHIKA K
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.500000/- (RUPEES FIVE 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



Keshika R R

Date: 27/09/2022

Reg: Internship Letter

Dear Keshika,

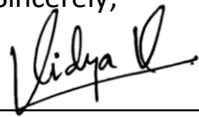
On behalf of Tekizma India Solutions Private Limited., we are pleased to provide Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date: 01/10/2022

Name: Keshika R R

US Head Office: Tekizma Inc

620 Herndon Parkway Suite 350

Herndon VA 20171

Phone 2028885301

India Office: Tekizma India Solutions Pvt Ltd

Helios Business Park

Level 10, Wing C, 150 Outer Ring Road,

Kadubeesanahalli, Varthur Hobli, Bangalore 560103

23rd Jan 2023

Offer Letter

Dear Kalai Priya,

We are pleased to offer you a **Software Developer Intern** position at CuroWebs India Private Limited with a start date of **23rd Jan 2023**.

The internship would be for a duration of 4 to 6 months, and at the end of internship, your performance will be evaluated and if satisfactory, will be converted to direct hire at CuroWebs India Private Ltd.

During your internship, you will be paid **Rs. 10,000/-** per month as stipend, and the salary will be re-evaluated at the end of the internship period.

Please confirm your acceptance of this offer by signing and returning this letter by 23rd Jan 2023.

We are excited to have you join our team! If you have any questions, please feel free to reach out any time.



Dharsan Kumar
Managing Director, India Operations

Recipient Signature: M. Kalai Priya

Printed Name: KALAI PRIYA M

Date: 23-01-2023



Email
info@curowebs.in
www.curowebs.com



Address

15/1, Sivasakthi Colony, Near CRF Mills
Ganapathy, Coimbatore - 641006



Curneu MedTech Innovations Private Limited

Ref: Curneu/HR151222G2

15.12.2022,
Coimbatore.

To,

Jaswenth S (1831026),
II.Sc Software Systems (Final Year/),
Department of Computing Sciences,
Coimbatore Institute of Technology.

Subject: Internship Offer - Regarding

Dear Jaswenth,

We are pleased to inform you that you are offered with an Internship position as Junior Software Developer at our organization for a period of 6 months. Your date of Joining will be 19.12.2022.

You are kindly requested to acknowledge the acceptance of this offer by signing the enclosed Work Contract and Non-Disclosure Agreement.

Welcome on-board

Best Wishes,

Su Ryan
Human Resources.

Curneu MedTech Innovations Private Limited, SF425, Vilankurichi Road, Thaneerpandal, Peelamedu, Coimbatore
641004.

PAN: AAHCC4229K TAN: CM8C06382F

Contact Number: +919157 07807/+918217 86644

Jagapradeep G

Date: 27/09/2022

Reg: Internship Letter

Dear Jagapradeep,

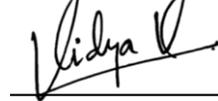
On behalf of Tekizma India Solutions Private Limited., we are pleased to provide an Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date: 02/10/2022

Name: Jagapradeep G

Indhu G

Date: 27/09/2022

Reg: Internship Letter

Dear Indhu,

On behalf of Tekizma India Solutions Private Limited., we are pleased to provide Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023**.

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

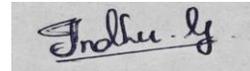
Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022
Vidya V
Human Resources
Tekizma India Solutions Private Limited.

I have read and accept the offer



Date: 01/10/2022
Name: Indhu G

Date : 1-Dec-22
Name : Illakkiya G
University : MSc - Software Systems, Coimbatore Institute of Engineering & Technology

Sub: Offer of Internship

Dear Illakkiya G,

Quinbay Technologies Pvt Ltd ("Quinbay" or "Company") is pleased to offer you an '**Intern**' position with the Company for a period starting from **9-Jan-23 to 9-Jul-23**. During your internship, you will be working on the assignment at our Coimbatore office and paid a stipend of **INR 31,000/- per month subject to taxes**.

This is a probationary offer, which does not imply any commitment by Quinbay for regular employment. Successful candidates however, based on performance, may be offered full time employment at the end of the internship period at the sole discretion of the Company.

In case you decide to separate from Quinbay before completing your internship, you would be required to give One (1) month of notice to the company. The Company may, at its option and discretion, waive all of the prescribed notice period or a part thereof in case of a voluntary separation. Company reserves the right of terminating this agreement with immediate effect if your performance is not found satisfactory.

Information pertaining to Quinbay operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Quinbay and act in accordance with the values and principles of the Company.

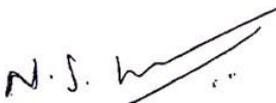
To confirm your acceptance of this internship assignment, you are required to:

- Respond via email to sujitha.sathasivam@quinbay.com, to communicate your acceptance for the internship and confirm your joining date.
- Any change in joining date must be sent to sujitha.sathasivam@quinbay.com, at least 7 days prior to your original start date. The new joining date must be no later than 5 days from the date of joining listed above
- Report for on-boarding at 9.00 A.M. at **Caledon Square, #348, Avinashi Road, Peelamedu, HUDCO Colony, Coimbatore, Tamil Nadu - 641004**

We look forward to your dedication and commitment as we work together and wish you many successful years at Quinbay.

Sincerely,

For **Quinbay Technologies Pvt Ltd**



N S Sekar
COO



Illakkiya G

On your reporting date, please bring the following mandatory documents (self-attested) and also share the same over email:

- Copy of the offer letter duly signed and dated by you
- Signed NDA (shared separately) along with offer letter
- Your updated resume
- 10th, 12th & Education degree certificate and all year mark sheets for latest graduation or post-graduation.
- Proof of identity: Adhar and PAN are mandatory. If you do not have either, please apply for one immediately and carry the acknowledgement on the day of joining. Also good to have passport.
- 2 photographs (passport sized, colour photos with a white background).
- Bank Account opening (for stipend payments) get original photo ID proofs and permanent address proof.
- Offer letter and Experience/Relieving letter of last 2 companies (If applicable)
- 3 months pay-slip from immediate company (If applicable)

Internship Letter - SquareYards

Date: 22 Nov 2022

Dear , HARRITH C

We are very pleased to offer you the position of Intern this summer with **Square Yards Consulting Pvt. Ltd.**

Please find the following confirmation of the specifics of your internship:

Position Title: **Tech-Intern**
Start Date: 15-Dec-2022
Work time: 9:30 AM to 6:30 PM

Salary/Stipend:

- Your stipend for the internship will be **INR 0 Per Month.**

Office Location: You will be working in our branch office at:

Square Yards Consulting Pvt. Ltd.

Smart Works Coworking Pvt Ltd, Squareyards Consulting Pvt Ltd, Second Floor, Raja Ram Mohan Roy Rd, Sampangi Rama Nagar, Bangalore 560001

Regards,
Human Resources
Square Yards Consulting Pvt. Ltd.

Date : 1-Dec-22
Name : Harish S S
University : MSc - Software Systems, Coimbatore Institute of Engineering & Technology

Sub: Offer of Internship

Dear Harish S S,

Quinbay Technologies Pvt Ltd ("Quinbay" or "Company") is pleased to offer you an '**Intern**' position with the Company for a period starting from **9-Jan-23 to 9-Jul-23**. During your internship, you will be working on the assignment at our Coimbatore office and paid a stipend of **INR 31,000/- per month subject to taxes**.

This is a probationary offer, which does not imply any commitment by Quinbay for regular employment. Successful candidates however, based on performance, may be offered full time employment at the end of the internship period at the sole discretion of the Company.

In case you decide to separate from Quinbay before completing your internship, you would be required to give One (1) month of notice to the company. The Company may, at its option and discretion, waive all of the prescribed notice period or a part thereof in case of a voluntary separation. Company reserves the right of terminating this agreement with immediate effect if your performance is not found satisfactory.

Information pertaining to Quinbay operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Quinbay and act in accordance with the values and principles of the Company.

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

- Respond via email to sujitha.sathasivam@quinbay.com, to communicate your acceptance for the internship and confirm your joining date.
- Any change in joining date must be sent to sujitha.sathasivam@quinbay.com, at least 7 days prior to your original start date. The new joining date must be no later than 5 days from the date of joining listed above
- Report for on-boarding at 9.00 A.M. at **Caledon Square, #348, Avinashi Road, Peelamedu, HUDCO Colony, Coimbatore, Tamil Nadu - 641004**

We look forward to your dedication and commitment as we work together and wish you many successful years at Quinbay.

Sincerely,

For **Quinbay Technologies Pvt Ltd**



N S Sekar
COO



04/10/2022
Harish S S

On your reporting date, please bring the following mandatory documents (self-attested) and also share the same over email:

- Copy of the offer letter duly signed and dated by you
- Signed NDA (shared separately) along with offer letter
- Your updated resume
- 10th, 12th & Education degree certificate and all year mark sheets for latest graduation or post-graduation.
- Proof of identity: Adhar and PAN are mandatory. If you do not have either, please apply for one immediately and carry the acknowledgement on the day of joining. Also good to have passport.
- 2 photographs (passport sized, colour photos with a white background).
- Bank Account opening (for stipend payments) get original photo ID proofs and permanent address proof.
- Offer letter and Experience/Relieving letter of last 2 companies (If applicable)
- 3 months pay-slip from immediate company (If applicable)

Harini S

Date: 27/09/2022

Reg: Internship Letter

Dear Harini,

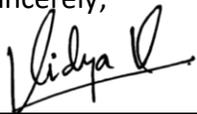
On behalf of Tekizma India Solutions Private Limited., we are pleased to provide an Internship for 6 months as part of your employment with Tekizma. Your start date for this offer is **January 2nd, 2023.**

You will be given a stipend of **Rs. 15,000 (Fifteen Thousand Rupees Only)** per month during your internship period.

Company does not offer travel or accommodation for this position. Please be informed that the company does not pay for days while not at work due to exams and other college obligations.

Please let me know if you have any questions.

Sincerely,



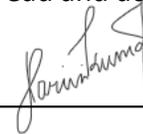
Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date:

Name: Harini S



Adenza
<https://adenza.com>

23 September, 2022

K.S. Harini
No 3, 6th street Jothinagar, Upplipalayam, Coimbatore, TAMIL NADU, 15

Offer from Adenza for position of Intern

Dear K.S.,

Congratulations! We are very excited about you joining the Product & Engineering team soon and we want to extend a warm welcome to you!

Your position with us will be Intern reporting directly to Thangarasu Ramar, Senior Manager. Your monthly base salary will be INR ₹40,000.00.

We very much look forward to welcoming you starting 2nd Jan 2023. We will start preparing the employment contract and may reach out to ask you for any required documents.

At Adenza, we strive to Engage, Enable and Execute on everything we do and value Transparency, Accountability and our People. We are confident you will make a significant contribution to the success of Adenza and look forward to seeing you join our team.

Feel free to reach out to a member of the Talent Acquisition team should you have any questions or concerns.

As we await your arrival, stay safe and healthy!

Kind regards,

Karoline Raets

Head of People Office

K.S. Harini:  _____

TITLE	Offer Letter
FILE NAME	2022-09-23-Offer. 6-273721-wuev4x
DOCUMENT ID	14cedfaf4e7d88e5350357e1663df896183d7358
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Signed

This document was signed on adenza.pinpointhq.com

Document history



SENT

09 / 26 / 2022

10:51:40 UTC

Sent for signature to K.S. Harini (hariniks2000@gmail.com) from support@pinpointhq.com
IP: 159.223.12.94



VIEWED

09 / 26 / 2022

10:51:41 UTC

Viewed by K.S. Harini (hariniks2000@gmail.com)
IP: 157.49.239.168



SIGNED

09 / 26 / 2022

10:52:21 UTC

Signed by K.S. Harini (hariniks2000@gmail.com)
IP: 157.49.239.168



COMPLETED

09 / 26 / 2022

10:52:21 UTC

The document has been completed.

Date : 1-Dec-22
Name : Hariharan S
University : MSc - Software Systems, Coimbatore Institute of Engineering & Technology

Sub: Offer of Internship

Dear Hariharan S,

Quinbay Technologies Pvt Ltd ("Quinbay" or "Company") is pleased to offer you an '**Intern**' position with the Company for a period starting from **9-Jan-23 to 9-Jul-23**. During your internship, you will be working on the assignment at our Coimbatore office and paid a stipend of **INR 31,000/- per month subject to taxes**.

This is a probationary offer, which does not imply any commitment by Quinbay for regular employment. Successful candidates however, based on performance, may be offered full time employment at the end of the internship period at the sole discretion of the Company.

In case you decide to separate from Quinbay before completing your internship, you would be required to give One (1) month of notice to the company. The Company may, at its option and discretion, waive all of the prescribed notice period or a part thereof in case of a voluntary separation. Company reserves the right of terminating this agreement with immediate effect if your performance is not found satisfactory.

Information pertaining to Quinbay operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Quinbay and act in accordance with the values and principles of the Company.

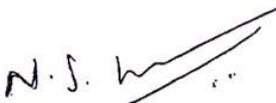
To confirm your acceptance of this internship assignment, you are required to:

- Respond via email to sujitha.sathasivam@quinbay.com, to communicate your acceptance for the internship and confirm your joining date.
- Any change in joining date must be sent to sujitha.sathasivam@quinbay.com, at least 7 days prior to your original start date. The new joining date must be no later than 5 days from the date of joining listed above
- Report for on-boarding at 9.00 A.M. at **Caledon Square, #348, Avinashi Road, Peelamedu, HUDCO Colony, Coimbatore, Tamil Nadu - 641004**

We look forward to your dedication and commitment as we work together and wish you many successful years at Quinbay.

Sincerely,

For **Quinbay Technologies Pvt Ltd**



N S Sekar
COO

Hariharan S

On your reporting date, please bring the following mandatory documents (self-attested) and also share the same over email:

- Copy of the offer letter duly signed and dated by you
- Signed NDA (shared separately) along with offer letter
- Your updated resume
- 10th, 12th & Education degree certificate and all year mark sheets for latest graduation or post-graduation.
- Proof of identity: Adhar and PAN are mandatory. If you do not have either, please apply for one immediately and carry the acknowledgement on the day of joining. Also good to have passport.
- 2 photographs (passport sized, colour photos with a white background).
- Bank Account opening (for stipend payments) get original photo ID proofs and permanent address proof.
- Offer letter and Experience/Relieving letter of last 2 companies (If applicable)
- 3 months pay-slip from immediate company (If applicable)



Date: 13-Dec-2022

Hari Prasad S A

Coimbatore Institute of Technology

Offer of Internship

Dear Hari,

Congratulations!

Based on your performance during your interview, we are pleased to make you an offer of Internship. You will be designated as **SDE Intern in Technology Team.**

The duration of the internship will be 4 months. The start and end date of the internship will be 04-Jan-2022 and 04-May-2023

Your job location will be in **Bangalore** and will be paid a stipend of **INR 20,000/-** per month. **We look forward to you joining us.**

Yours Sincerely,

A handwritten signature in blue ink that reads "Amit Gupta".

Amit Gupta
Co-Founder & CEO

Acceptance

Name: Hari Prasad S A

A handwritten signature in black ink, appearing to be "Hari Prasad S A".



Striim Engineering Services India Private Limited

November 14, 2022

Ms. Divya Darshini Venkatesan
3/3, Ramnagar, Meyanoor,
Salem, Tamil Nadu 636004

Dear Divya,

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 2, 2023 (“**DOJ**”) and will continue up to June 30, 2023 (“**Term**”) as per the terms and conditions outlined here-in-below:

During your internship, you will report to Mr. Aswin Yamuzala in the UI Team.

1. 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.
2. You will be work out of the Company’s office at Chennai unless otherwise informed by the Company.
3. You will be required to perform any work that is assigned to you by Striim or any officer of Striim.
4. 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.
5. You will be required to attend office for at least 8 hours a day from Monday to Friday.
6. 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.
7. 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.

R/o: Spaces Olympia Tech Park, 10TH
Floor, Citius Block No.-1, SIDCO Industrial
Estate,
Guindy, Chennai- 600032
www.striim.com

**Striim Engineering
Services India Pvt Ltd**

8. (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.

9. (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 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.

(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.

10. 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.
11. 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.
12. 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.
13. Your internship does not entitle you to claim right of appointment with the Company after completion of the Term.
14. 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 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.

15. 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.
16. 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

738A7EC85A7A4E9...

Mr. Mahadevan Lakshminarayanan
Vice President, Engineering

ACKNOWLEDGMENT

DocuSigned by:
Divya Darshini

72CA5792374A493...

Ms. Divya Darshini Venkatesan

Dated: 11/17/2022

SAMCO - Internship Confirmation - Dharun Palaniappan

Pravin Prem <pravinprem.t@samco.in>

Fri, 21 Oct 2022 at 7:17 PM

To: <dharun42@gmail.com>

Cc: MSC Internship <msc_interncoordinator1@cit.edu.in>, <internship@cit.edu.in>, <placementofficer@cit.edu.in>

Dear Dharan,

Warm greetings from SAMCO!

Congratulations and welcome to SAMCO family!!. We are sure that there will be a lot of mutual value added with the beginning of your association with SAMCO!

The offer made is based on internal parity and the overall structure in SAMCO. It is here we try and offer internship to those who have performed outstandingly during the interview rounds.

You will shortly receive a mail from offer@samco.in to help you with the internship letter details & joining process

The hard copy of the internship letter will be issued on your date of joining SAMCO. We are really excited to have you on-board

We value your interview experience feedback.

Request you to fill a 2-minute form: <https://forms.gle/ZicNKpPPv2JtyfF8A>

Thanks & Regards,

Pravin Prem Kumar T

HR Lead – Chennai

SAMCO Ventures Private Limited

Hallmark Tower 6th Floor, Block No:5,

Thiru Vi Ka Industrial Estate, Mambalam, Guindy,

Chennai - 600032

Tel: - 044-61562713 | Web: www.samco.in

Email: pravinprem.t@samco.in







Curneu MedTech Innovations Private Limited

Ref: Curneu/HR151222G1

15.12.2022,
Coimbatore.

To,

Dharani Prasad S (1831013),
M.Sc Software Systems (Final Year),
Department of Computing Sciences,
Coimbatore Institute of Technology.

Subject: Internship Offer - Regarding

Dear Dharani,

We are pleased to inform you that you are offered with an Internship position as Junior Software Developer at our organization for a period of 6 months. Your date of Joining will be 19.12.2022.

You are kindly requested to acknowledge the acceptance of this offer by signing the enclosed Work Contract and Non-Disclosure Agreement.

Welcome on-board!

Best Wishes,

Suj Ryan
Human Resources.

Curneu MedTech Innovations Private Limited, SF425, Nilankurichi Road, Thaneerpandal, Peelamedu, Coimbatore
641004.

PAIN: AAHCC4229KTAN: CMBC06382F

Contact Number •91915? 07807/•9182TT? 8?644

12-December-2022

Dear Chitrleka G V,

We are pleased to confirm our offer to have you join ARGA Investment Management (India) Private Limited (“ARGA India or The Company”).

The terms of your Employment are given below:

Conditions of Offer.

Your offer is contingent upon successful completion of a routine background investigation, reference checks, signing of the ARGA India Confidentiality, Non-Compete and Non-Solicitation Agreement and acknowledgement of having read, understood and agreeing to abide by the terms of the Separation Agreement.

Compensation.

Your title will be Information Technology Intern and you will be located in Chennai. Your internship start date will be on 23rd January 2023. Upon successful completion of your internship, if suitable, you may be considered for full time employment. Your Cost to Company (“CTC”) will be **Rs. 10,000/- (Rupees Ten Thousand Only) per month, which will be pro-rated for the period of internship.** The CTC is all inclusive, will include your base salary, subject to Taxes to be Deducted at Source (TDS), provident fund, etc. You shall be solely responsible for any taxes on the payments or benefits to be made to you hereunder.

Duties and Powers.

During your employment, you shall be a full time employee of ARGA India and shall not without prior written consent, undertake any other employment, consultancy, business, trade or occupation whatsoever, whether part time or otherwise. You shall undertake such travel, in and outside India in connection with your Employment as may be required of you from time to time, at ARGA India’s expense. During your Employment, ARGA India may in its sole discretion depute you to other office(s) of ARGA India, if any, for performing your functions, duties and responsibilities. You shall obey any such directions given to you. During such periods of deputation, you shall at all times remain an Employee of ARGA India and your remuneration shall be payable by ARGA India in accordance with the provisions hereof. ARGA India shall be entitled to transfer you, temporarily or permanently, at any time during the continuance of your Employment, to any department, establishment or office of ARGA India or its affiliates within or outside India, at its sole discretion, at mutually agreed upon remuneration.

Confidentiality, Non-Compete and Non-Solicitation.

You shall enter into the Confidentiality, Non-Compete and Non-Solicitation Agreement with the Company which forms an integral part of this letter. In the event of a breach of any or threat of breach of any provision(s) of the CNCNSA, ARGA India shall be entitled to forthwith terminate your Employment.

Employment Policies and Procedures.

Subsequent to you being confirmed in your Employment with ARGA India as aforesaid, either party may terminate the Employment at any time by giving the other not less than three calendar months prior written notice in that behalf, without assigning any reason thereof. On the expiry of the period of such notice, this letter shall stand terminated and you shall cease to be in the Employment of ARGA India. However, ARGA India shall be entitled to terminate your Employment at any time by giving you three months' notice. Notwithstanding anything to the contrary contained herein, ARGA India shall be entitled to terminate your Employment forthwith, without notice or payment of any kind in lieu of notice or otherwise, in case:

- (i) you are guilty of any dishonesty, misconduct or neglect of duty or incompetence in the discharge of your duty; or
- (ii) of any breach on your part of the terms of your Employment other than a breach which (being capable of being remedied) is remedied by you forthwith upon being called to do so by ARGA India; or
- (iii) you are adjudged insolvent or apply to be adjudged insolvent or make any composition or arrangement with your creditors; or
- (iv) you commit a breach of the provisions of the CNCNSA.

Any indulgence granted or forbearance shown by the Company to you in connection with any breach on your part of any provisions herein contained shall not constitute a waiver by ARGA India of its rights hereunder and shall not preclude it from enforcing its rights hereunder against you.

If you shall at any time be prevented by ill health, accident, or other physical or mental disability of any kind from performing your duties hereunder, you shall promptly inform ARGA India and provide it with such details and information as it may require. ARGA India shall be entitled to terminate your appointment by giving you three calendar month prior written notice in the event of you being unable, by reason of such ill health or accident or other physical or mental disability of any kind, to attend to the business and work or to discharge your duties in terms of this letter for a period of more than sixty days in a given fiscal year.

Upon termination of your Employment for any reason whatsoever, you shall hand over charge to such person nominated for that purpose by ARGA India and shall deliver to such person all documents, papers, materials and other property of ARGA India as may be in your possession, custody or control, including diaries, notes and all correspondence either addressed by or to you or to ARGA India. In addition, you will sign the Final Separation Agreement ("Separation

Agreement”) that will govern the terms of such termination. A copy of the Separation Agreement, which will be substantially similar, is given in Annexure I.

Trading Policies and Procedures.

You will be required to adhere to the ARGA India Trading Policy (to be in place shortly) and get the approval from the Head of Human Resources prior to executing any trade in securities.

Governing Law.

Any dispute arising from the terms of this agreement and/or any related agreements shall be subject to the exclusive jurisdiction of the courts at Chennai only.

The terms of this offer and Employment are strictly confidential, and you agree not to disclose the contents to any person or entity except your legal, tax and financial advisors. ARGA India reserves to itself the absolute right to alter, add or modify the above terms and conditions without assigning any reason, provided that any such change shall be valid only if in writing.

This letter together with the CNCNSA, as may be amended from time to time in terms thereof, represents the complete understanding between the parties regarding the Employment relationship and it supersedes and cancels all prior oral and/or written communications, agreements, arrangements and understandings on the subject matter hereof. In addition, by executing this letter you affirm that you have provided all of the pertinent information to ARGA India to properly evaluate your candidacy and that the information is accurate.

Please let us know of your decision to join ARGA India by signing a copy of this offer letter and returning it to us.

Sincerely,



K.R. Bhaskar
Managing Director
ARGA Investment Management (India) Private Limited

ACCEPTED AND AGREED:

Signature:

Date:

ARGA Investment Management (India) Private Limited
4th Floor, VBC Solitaire,
No. 47 & 49, Bazullah Road, T. Nagar,
Chennai - 600017, INDIA

ANNEXURE I

FORM OF SEPARATION AGREEMENT

This Separation Agreement is entered into as of <DATE>, by and between ARGA Investment Management (India) Private Limited (“ARGA India” or “COMPANY”), and <EMPLOYEE NAME>, <EMPLOYEE ADDRESS> (“THE EMPLOYEE”).

<EMPLOYEE> has been employed by ARGA India, and in connection with the termination of his/her employment, ARGA India and <EMPLOYEE> mutually wish to settle fully and finally all outstanding matters between them, including, but in no way limited to, any outstanding matters that might arise out of <EMPLOYEE’s> employment with ARGA India, and the termination thereof and to release any and all claims <EMPLOYEE> has arising from his employment with ARGA India as follows:

1. **Termination Date.** <EMPLOYEE> acknowledges that his/her last date of employment by ARGA India is <TERM DATE> (the “Termination Date”), and that in consideration for <EMPLOYEE> entering into this agreement, ARGA India shall continue to pay <EMPLOYEE> salary in accordance with the following payment schedule:

< PAY DATE >	<AMOUNT>
--------------	----------

Total	<AMOUNT>
--------------	----------

From the date hereof until <TERM DATE> (the “Transition Period”), <EMPLOYEE> agrees to cooperate in full and to be available to ensure the complete transition of his responsibilities. <EMPLOYEE> shall cease to accrue any further vacation after the Termination Date.

<EMPLOYEE> understands and agrees that, effective as of the Termination Date, he is no longer authorized to incur any expenses, obligations or liabilities on behalf of ARGA India and he will promptly submit for reimbursement all outstanding expenses incurred by him prior to such date. <EMPLOYEE> further understands and agrees that, effective as of the Termination Date, he is no longer authorized to conduct any business on behalf of ARGA India, to serve as an authorized signatory, or to hold himself out to anyone as a employee, agent or representative of ARGA India.

2. **Resignation.** The execution of this Agreement by <EMPLOYEE> shall serve as his/her resignation as a EMPLOYEE of the Company, effective as of the Termination Date.

3. **Terms of Separation.** ARGA India is providing and <EMPLOYEE> is accepting the agreements of ARGA India set forth in this Agreement in full and complete satisfaction of any and all claims of <EMPLOYEE> for salary, vacation, draw, bonus, pension, group medical, life and disability insurance, profit sharing, stock options and other equity-related compensation, incentive compensation, any severance or separation pay, or other claim for compensation or benefits of any kind or nature whatsoever, that <EMPLOYEE> may now have, ever claimed to have, or could claim to have, including but not limited to any claims under any offer of employment letter from ARGA India (the "Employment Letter"). <EMPLOYEE's> coverage under the ARGA India medical plan shall terminate on <BENEFIT TERM DATE>.
4. **Consideration.** <EMPLOYEE> acknowledges the sufficiency of the consideration for this Agreement generally and specifically for the release of <EMPLOYEE>'s claims in Paragraph 6 hereof. <EMPLOYEE> shall be solely responsible for any taxes on the payments or benefits to be made to him/her hereunder.
5. **No Other Claims.** Except for the payments noted in Paragraph 1 and 3 of this Agreement, no other payments or benefits shall be made by ARGA India to <EMPLOYEE> and <EMPLOYEE> acknowledges that he/she has no entitlement to, or any right to make any claim for, any salary, bonus, payments, benefits or compensation by ARGA India and its affiliates of any kind whatsoever, including any claims under the Employment Letter.
6. **Release by EMPLOYEE.** In consideration for the promises contained herein, <EMPLOYEE> hereby irrevocably and unconditionally releases, acquits and forever discharges for himself/herself and his/her heirs, executors, administrators, successors and assigns, ARGA India and each of ARGA India's parent companies, branches, stockholders, predecessors, successors, assigns, affiliates, clients (and stockholders, agents, directors, officers, EMPLOYEES, representatives, attorneys, divisions, subsidiaries, affiliates, clients (and stockholders, agents, directors, officers, EMPLOYEES, representatives and attorneys of such parent companies, branches, divisions, subsidiaries, affiliates and clients), and all persons acting by, through, under or in concert with any of them (collectively, the "Company Releasees"), or any of them, from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts and expenses (including attorneys' fees, and costs actually incurred) of any nature whatsoever, known or unknown, suspected or unsuspected, including, but not limited to, (i) claims arising directly or indirectly out of the <EMPLOYEE>'s employment by ARGA India, and the termination of <EMPLOYEE>'s employment, claims in equity, tort or law for wrongful discharge, breach of contract whether express or implied, personal injury, defamation, mental anguish, injury to health and reputation, workers' compensation, or compensation or benefits of any kind or nature and (ii) any other claims arising out of <EMPLOYEE>'s employment with ARGA India, the termination of his/her employment or arising under the Employment Letter ("Claim" or "Claims"), which <EMPLOYEE> now has, or ever

claimed to have, or could claim against each or any of the Company Releases. <EMPLOYEE> hereby agrees to forego any right to file any charges or complaints with any governmental agencies or a lawsuit against ARGA India. Notwithstanding the foregoing, the release by <EMPLOYEE> in this paragraph shall not limit the right of <EMPLOYEE> to seek or enforce the provisions of this Agreement.

7. **Property and Information.** <EMPLOYEE> has returned or will immediately return, effective as of the Termination Date, to the Company, all “ARGA India Information” and related reports, customer lists, proprietary information, trade secrets, strategies, business plans, notes, maps, files, blueprints, drawings, memoranda, manuals, and records; credit cards, cardkey passes, door and file keys; automobiles; computers; computer access codes, computer disks and files, magnetic media or business information in any form; software; other business information of ARGA India or its affiliates and their clients; and other physical or personal property which, <EMPLOYEE> received or prepared or helped prepare in connection with his employment; and <EMPLOYEE> has not retained and will not retain any copies, duplicates, reproductions, or excerpts thereof in any form. The term “ARGA India Information” as used in this Agreement includes, without limitation, information received from third parties, other confidential business or financial information, and other materials and information described in this paragraph.
8. **Confidentiality.** (a) <EMPLOYEE> represents and agrees that he will keep the terms and facts of this Agreement completely confidential and that he will not hereafter disclose any information concerning this Agreement to anyone, except that information concerning this Agreement may be disclosed to <EMPLOYEE>’s legal and tax advisors and to, <EMPLOYEE>’s immediate family; provided that such persons agree to keep such information confidential and not to disclose it to any other person.
(b) <EMPLOYEE> agrees that, except to the extent compelled by law or legal process, he/she (i) will not hereafter disclose or communicate non-public Company Information to any third party (including as a third party for this purpose, EMPLOYEES and former EMPLOYEES of ARGA India and its affiliates, and governmental agencies), and (ii) will not encourage, instigate, participate in, provide information in connection with, testify, facilitate, assist, persuade or attempt to facilitate, assist or persuade any such third party to commence or prosecute any legal proceedings against ARGA India and its affiliates and their clients.
(c) <EMPLOYEE> agrees that he/she is bound by the terms and conditions of the Confidentiality, Non-Competition and Non-Solicitation Agreement (CNCNSA) unless ARGA India, in its sole discretion, has waived such binding in part or full, in writing.
9. **Non-Disparagement.** <EMPLOYEE> and the members of the Board of Directors of ARGA India represent and agree that they shall each refrain from voluntarily making any written or oral statements to any person or entity with whom any of the parties has had or has a business or social relationship or to the press, or to any other person or entity, which may reasonably be expected to impugn the character, integrity or ethics of ARGA India and its affiliates and their clients or damage the business, image or reputation of, ARGA India and its affiliates, in the case of statements by the members of the Board of Directors.

10. **Applicable Law.** This Agreement shall be governed and construed under the laws of India. Any disputes arising under this Agreement shall be resolved in the courts of Chennai. The Company and EMPLOYEE agree not to assert that any action brought in such courts has been brought in an inconvenient forum. The parties agree that in the event that any provision of this Agreement is determined to be invalid or unenforceable, the remaining provisions of the Agreement are intended to remain in full force and effect.
11. **Voluntary Agreement.** <EMPLOYEE> acknowledges that he/she is entering into this Agreement voluntarily and that he/she has read and fully understands all of its provisions. <EMPLOYEE> acknowledges that he/she understands that this Agreement contains a full and final release of all of his claims against ARGA India and the other Company Releasees described in Paragraph 6 hereof. This Agreement constitutes the entire understanding of the parties, supersedes all prior oral or written agreements and cannot be modified except by a writing signed by both parties. Each party agrees to bear their own legal expenses in connection with the negotiation, preparation and execution of this Agreement.
12. **Affiliate.** As used in this Agreement, the term “affiliate” of an entity or person means any person or entity controlling, controlled by or under common control with such person or entity.
13. **References.** <EMPLOYEE> agrees to direct any prospective employers who wish to verify <EMPLOYEE>’s employment with ARGA India to communicate directly in writing with the head of ARGA India’s human resources department. Upon inquiry from any prospective employer, ARGA India, in conformance with its standard practice, will only confirm the date <EMPLOYEE> commenced employment, the date <EMPLOYEE>’s employment terminated and his final position held, and, with the express written consent of <EMPLOYEE>, his/her most recent Cost to Company (CTC).
14. **Representation.** <EMPLOYEE> represents that he/she has not filed any complaints, charges, lawsuits or initiated any proceedings against ARGA India in any court or with any governmental agency under any applicable laws or with respect to any claim released by him in Paragraph 6 hereof, and he/she agrees that he/she will not do so at any time hereafter; provided, however, that his/her release of claims shall not limit <EMPLOYEE> from filing a lawsuit for the sole purpose of seeking to enforce his rights under this Agreement.

IN WITNESS WHEREOF, the undersigned have executed this Agreement as of the date first above written.

ARGA Investment Management (India) Private Limited

By: _____
Managing Director

EMPLOYEE

<EMPLOYEE>

Executed

This ___ day of ____, 20xx



Ford Motor Private Limited

Ref No: 7920421

10 January 2023

Provisional Offer Letter

Dear Buvanesh P,

We are pleased to inform you that you have been selected for an employment with Ford Motor Private Limited.

Your date of joining will be duly communicated by Ford onboarding team subsequently. The terms & conditions of the provisional offer are as follows:

Terms and conditions for employment are as follows:

- You should have successfully completed your graduation/post-graduation course in the academic year 2022 - 2023 with 70% marks in 7 VGP/h
- You will receive the appointment letter prior to onboarding.
- During the initial period of your engagement, you will undergo training in accordance with Ford specific systems, processes and procedures.
- Your current place of work will be as shown, however, you should be flexible to work in any other Ford locations worldwide.
- During your period of service with the company you will receive a salary of Rs.600025 per annum (Cost to Company), detailed salary break will be provided in the appointment letter.
- This offer letter is provisional subject to change and will not automatically entitle you to claim for an employment with you with the appointment letter.

We welcome you to the **Ford Family** and look forward for a long and mutually rewarding association with you.

For Ford Motor Private Limited

(Authorized Signatory)

I acknowledge that I have read, read and understood all the terms and conditions set out in this letter of offer and hereby accept and undertake to abide by all the foregoing terms and conditions.

Name: BUVANESH . P

Signature: /- @

Date: 11/01/2023

Registered Address: Plot No.9, J3, 16 and 1 G, Survey No. 602/3 Part, ELCOT IT/ITE5 SEZ, Sholingonallur, Chennai-600110, Tamil Nadu. Ph: +91-44-6474 1111, Fax: +91-44-6474 0647
Corporate Identity Number: U74120YNY 998PTCO41070

Offer Letter

27th September 2022

Dear Boobalaragavan P,

Congratulations. We are pleased to extend you this offer of temporary employment as an Intern with our company. Our goal is for you to learn more about the technology.

As we discussed, your Full-time Internship is expected for a period of Six Months starting from 19th December 2022. You will be paid a stipend of INR 25,000 during the internship period. The company shall work from Monday to Friday in a week and you are expected to report to the office between 9.30 A.M. to 6.00 P.M. i.e 40 hours per week. Your place of work will be Optisol business solutions pvt.ltd in PSG iTech, Neelambur Campus, Coimbatore. However, at the sole discretion of the Company, the duration of the internship may be extended or shortened with or without advance notice.

As an Intern, you will not be a Company employee. In addition, you will not be eligible for any benefits that the Company offers to its employees, including but not limited to, Health benefits, Statutory and Other Retirement Benefits. But you can avail One day of Sick Leave per month. You understand that participation in the internship program is not an offer of employment and successful completion of the internship does not entitle you to employment with the Company.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential and refrain from using it for your purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon the conclusion of the internship, you will immediately return to the Company all its property, equipment, and documents including electronically stored information.

By accepting this offer, you agree that you will follow all the Company's policies that apply to non-employee interns. This letter constitutes the complete understanding between You and the Company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.

Please indicate your acceptance of this offer by signing below. I hope that your internship with the Company will be successful and rewarding.

Yours Sincerely,
For OptiSol Business Solutions Private Limited



Karthic Chandran

I have read, understood, and agreed to the terms and conditions as outlined in this Intern offer letter.

Signature: 
BOOBALARAGAVAN. P

Date: 28/11/2022

OptiSol Business Solutions Pvt. Ltd.,

TO WHOM IT MAY CONCERN

Dear Bharathi K,

We are pleased to offer you a Six Month's internship with Verzeo Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your internship:

Induction Program: 19/12/2022 to 22/12/2022

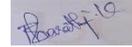
Internship Start Date: 23/12/2022.

Your job title will be "Web Development Intern" Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 15,000 per month for the period with statutory deductions as per the company policies & performance.

Name: Bharathi K

Signature:



Date: 01/12/2022

Sincerely,

HR's Signature



Ranjitha KP
VP-Human Resource
Verzeo Edutech Pvt Ltd

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.



Adenza
<https://adenza.com>

23 September, 2022

ASHWIN MUTHU
74- C/12, North Vinayagapuram, Saravanampatti, TAMIL NADU, 641035

Offer from Adenza for position of Intern

Dear ASHWIN,

Congratulations! We are very excited about you joining the Product & Engineering team soon and we want to extend a warm welcome to you!

Your position with us will be Intern reporting directly to Santhosh Kumar (Santhosh) Venkatesan, Manager. Your monthly base salary will be INR ₹40,000.00.

We very much look forward to welcoming you starting 2nd Jan 2023. We will start preparing the employment contract and may reach out to ask you for any required documents.

At Adenza, we strive to Engage, Enable and Execute on everything we do and value Transparency, Accountability and our People. We are confident you will make a significant contribution to the success of Adenza and look forward to seeing you join our team.

Feel free to reach out to a member of the Talent Acquisition team should you have any questions or concerns.

As we await your arrival, stay safe and healthy!

Kind regards,

Karoline Raets

Head of People Office

ASHWIN MUTHU:

A handwritten signature in black ink, appearing to read "Ashwin Muthu", is written over a horizontal line.

TITLE	Offer Letter
FILE NAME	2022-09-23-Offer. ...26-417487-1oqiq5l
DOCUMENT ID	5d16b1a93adfb9d8e2bbe939c22ce41bc72ec36
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Signed

This document was signed on adenza.pinpointhq.com

Document history



SENT

09 / 26 / 2022

14:20:26 UTC

Sent for signature to ASHWIN MUTHU
(ashwinraina488@gmail.com) from support@pinpointhq.com
IP: 146.190.21.61



VIEWED

09 / 26 / 2022

14:20:32 UTC

Viewed by ASHWIN MUTHU (ashwinraina488@gmail.com)
IP: 157.49.197.185



SIGNED

09 / 26 / 2022

14:26:30 UTC

Signed by ASHWIN MUTHU (ashwinraina488@gmail.com)
IP: 157.49.197.185



COMPLETED

09 / 26 / 2022

14:26:30 UTC

The document has been completed.

SEE IT FORWARD

www.appviewx.com



4th November 2022

Dear Arvinth Kumar Sundaresan,

Congratulations to you!

We are delighted to offer you an Internship!

Date of Joining: 18th January'23

Internship Period*: 6 months

Stipend: Rs 28000/ 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.

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. 1200000 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,

A handwritten signature in blue ink that reads 'Nivrutha Sampath'.

**Nivrutha Sampath
Vice President – HR**

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

SEE IT FORWARD

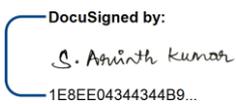
www.appviewx.com



Acceptance

I hereby declare that I have read, understood and accept the above intern offer dated **4-November-2022** extended to me and confirm to join AppViewX Private Limited.

Name: Arvinth Kumar Sundaresan

Signature: DocuSigned by:
S. Arvinth Kumar
1E8EE04344344B9...

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



Date: 03-Nov-2022

To

Mr.ARAVINDH SUBRAMANIYAN L,
A15, PATTEESWARAR VIGNESHVAR AVENUE,
RAMANATHAPURAM,
COIMBATURE-641045, TAMIL NADU.

Dear **Mr.ARAVINDH SUBRAMANIYAN L,**

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.20000/- (RUPEES TWENTY 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 **03-Dec-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

M.I.Sohail
Manager - HR & Global Operations

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

Signature: {{Signature:Recipient1* }} Date of Offer acceptance:

Name : Aravindh Subramaniyan L Place :





ANNEXURE A

NAME : ARAVINDH SUBRAMANIYAN L

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.500000/- (RUPEES FIVE 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



**CONFIDENTIAL**

17th December 2022

Anusuya R P,

Subject: Internship Offer Letter

Dear Anusuya,

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: 3rd January 2023
2. Internship Duration: 3rd January 2023 - 5th June 2023
3. Stipend: INR 15,000 per month
4. Location: Chennai

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.

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 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 pre-requisite 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 color
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,

Arunkumar Thuyamani
Chief **Human Resource 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.

Signed: _____ 

**FIXED TERM AGREEMENT OF INTERNSHIP
Six (6) MONTHS**

Entered into by and between the parties:

FOXSENSE INNOVATIONS PRIVATE LIMITED
(Hereinafter referred to as “the Company”)

and

Ajay M
(Hereinafter referred to as “The Intern”)

WHEREAS the Company has embarked up on a project and decided to offer an Internship for Interns in order to assist with expediting its service delivery and also to enable the intern to obtain the necessary practical and on the Job training for his/ her technical qualifications and the Intern has agreed to serve the Company as an Intern for a period of Six (6) months on the terms and subject to the conditions as set out hereunder.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. COMMENCEMENT AND DURATION

1.1 This agreement will commence on **15th December 2022** and continue for **6 months** whereupon it will automatically terminate. 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.

1.2 Should the project be canceled for any reason during the above mentioned period, this agreement shall stand canceled and so the Internship.

1.3 The expiry of this agreement as per the clause 1.2 above shall not guarantee any further extension of the Internship and will not be construed as creating any legitimate expectation of further employment.

2. PREMATURE TERMINATION

2.1 Notwithstanding the provisions of Clause 1 above, the Company will be entitled to terminate this agreement prior to the expiry date mentioned in Clause 1 above for any reason recognisable in law and/or equity including but not limited to instances where the Intern misconducts him or herself, does not perform in accordance with the standards set by the Company alternatively for reasons based on its operational requirements.

2.2 In the case of a premature termination as contemplated in this clause the Company will not be liable to compensate the Intern in lieu of the unexpired portion of this agreement. The following notice period will be applicable provided the same is given in writing.

2.3 One week in the event of the Intern being employed for Six (6) months or less;

2.4 Notwithstanding the provisions of this clause, the Company may terminate the Intern's services summarily without notice for any cause recognised in law.

3. STIPEND

3.1 The Company will pay to the Intern a gross monthly stipend of INR 25,000/- [Rupees Twenty Five Thousand only] which will be payable by no later than the fifth day of the following month.

3.2 Payment of the Intern's remuneration will be paid by way of direct deposit into the Intern's bank account the details of which are: **IT CAN ALSO BE IN THE FORM OF CHEQUE OR CASH. CLAUSE CAN BE AMENDED ACCORDINGLY**

4. TRANSPORT

4.1 It will be the Intern's responsibility to arrange transport to and from the workplace and also to bear any costs in this regard.

4.2 Should it be necessary for the Intern to travel during the course and scope of his or her duties under this agreement such transport will be provided by the Company at its cost.

5. ANNUAL LEAVE

5.1 During the period of internship the Intern will be entitled to paid annual leaves.

5.2 Leave must be taken at times convenient to the Company.

5.3 Any application for leave must be made on the standard leave application of the Company and within the time periods as set by the Company prior to the leave being taken.

6. SICK LEAVE

6.1 During the period of internship the Intern will be entitled to paid sick leaves.

6.2 In the event of the Intern being absent from work for three or more days due to illness or incapacity or on more than two occasions during an 8 (eight) week period he or she will be obliged to furnish a medical certificate stating that he or she was unable to work for the duration of his or her absence on account of sickness or incapacity.

6.3 Failure to submit a medical certificate as referred to in this clause will result in such absence being treated as unpaid leave.

6.4 Any extended period of absence from work (in excess of 2 (two) days for any reason, including medical reasons), without due notice to the Company or the Intern's duly nominated supervisor, may be regarded as absence without leave.

7. PROBATIONARY PERIOD

7.1 The first three months of this contract will be considered to constitute a probationary period during which the Intern's suitability for the position as well as his or her performance will be monitored. Should it be established during the aforementioned probationary period that the Intern is not suited to the position or alternatively that his or her performance does not meet the standard set by the Company, then the Intern's services may be terminated on one week's written notice.

8. SUPERVISION

8.1 During the course of this agreement the Intern will work under the direction of qualified and/or suitably experienced technical staff employed or designated by the Company.

9. INTELLECTUAL PROPERTY RIGHT

9.1 During the currency of this agreement the Intern might have to work in developing any Intellectual Property such as patents in the matters of developing IP or developing any patent. In this matter, the Intern shall not have any right or shall not hold any right on the IP that has been developed.

9.2 The intern after the termination or completion of his internship period, the intern shall not disclose about the IP in his future employment or business.

9.3 After your resignation from the company, the candidate will not be able to start the same business for next one year and should not work with the same clients for next two years.

9.4 Failure to comply with any of these clauses would make the intern face all the legal proceedings.

10. WORKING HOURS

10.1 The Intern's normal hours of work will be 40 hours per week, but can exceed as per requirement.

11. CONFIDENTIALITY

11.1 During the currency of this agreement and after its termination, the Intern agrees and undertakes that he or she will not use to the detriment or prejudice of the Company, except in the course of his or her duties, divulge to any person, any trade secret or other confidential information concerning the business or affairs of the Company, and/or any associated institutional entity which may have come to his or her knowledge during the course of his or her employment under this agreement.

12. REPORTING

12.1 The Intern will be obliged to liaise with and communicate any difficulties encountered with regard to any aspect of his or her employment under this agreement to his or her direct supervisor in order to ensure that effective assistance is rendered as and when required.

13. CODE OF ETHICS AND OTHER PROCEDURES

13.1 Whilst in the employ of the Company under this agreement the Intern will comply with the provisions of the disciplinary code and procedure, grievance procedure and health and safety procedures in force at the Company from time to time.

13.2 In addition to the above-mentioned the Intern also specifically undertakes to abide by the provisions of the code of ethics which is more fully set out in Addendum A to this agreement.

14. DOMICILIUM

14.1 The parties choose the respective addresses set forth hereunder as their respective domicilium citandi et executandi (“domicilium”) for all purposes arising from this agreement and as their respective addresses for the service of any notice required to be served upon them hereunder:

14.1.1 THE COMPANY

**FoxSense Innovations Private Limited
2nd Floor, Abhi’s Hiranya, Road number 36,
Jubilee Hills, Hyderabad, Telangana- 500033**

14.1.2 THE INTERN

**Ajay M
37 barathi road, chidambaram colony,
Telugu Palayam pudur,
Coimbatore - 39**

14.2 Any notice or communication required or permitted to be given in terms of this agreement shall be valid and effective only if in writing but it shall be competent to give notice by EMail.

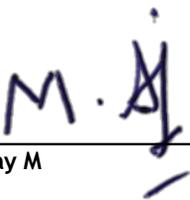
14.3 Either party may by notice to the other party change the physical address as its domicilium citandi et executandi to another physical address in India or telefax number provided that the change shall be effective on the 7th day from the deemed receipt of the notice by the other party.

15. GENERAL CLAUSE

15.1 This document contains the entire agreement between the parties.

15.2 No agreement to vary, add or to cancel this agreement shall be of any force or effect unless reduced to writing and signed by or on behalf of the parties to this agreement.

THUS DONE AND SIGNED AT ON THIS DAY OF 2022.



Ajay M



Anvitha Reddy
HR, FoxSense Innovations

Date : 1-Dec-22
Name : Abinayaa B
University : MSc - Software Systems, Coimbatore Institute of Engineering & Technology

Sub: Offer of Internship

Dear Abinayaa B,

Quinbay Technologies Pvt Ltd ("Quinbay" or "Company") is pleased to offer you an '**Intern**' position with the Company for a period starting from **9-Jan-23 to 9-Jul-23**. During your internship, you will be working on the assignment at our Coimbatore office and paid a stipend of **INR 31,000/- per month subject to taxes**.

This is a probationary offer, which does not imply any commitment by Quinbay for regular employment. Successful candidates however, based on performance, may be offered full time employment at the end of the internship period at the sole discretion of the Company.

In case you decide to separate from Quinbay before completing your internship, you would be required to give One (1) month of notice to the company. The Company may, at its option and discretion, waive all of the prescribed notice period or a part thereof in case of a voluntary separation. Company reserves the right of terminating this agreement with immediate effect if your performance is not found satisfactory.

Information pertaining to Quinbay operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Quinbay and act in accordance with the values and principles of the Company.

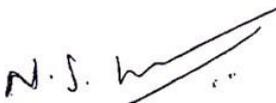
To confirm your acceptance of this internship assignment, you are required to:

- Respond via email to sujitha.sathasivam@quinbay.com, to communicate your acceptance for the internship and confirm your joining date.
- Any change in joining date must be sent to sujitha.sathasivam@quinbay.com, at least 7 days prior to your original start date. The new joining date must be no later than 5 days from the date of joining listed above
- Report for on-boarding at 9.00 A.M. at **Caledon Square, #348, Avinashi Road, Peelamedu, HUDCO Colony, Coimbatore, Tamil Nadu - 641004**

We look forward to your dedication and commitment as we work together and wish you many successful years at Quinbay.

Sincerely,

For **Quinbay Technologies Pvt Ltd**



N S Sekar
COO



05/12/2022

Abinayaa B

On your reporting date, please bring the following mandatory documents (self-attested) and also share the same over email:

- Copy of the offer letter duly signed and dated by you
- Signed NDA (shared separately) along with offer letter
- Your updated resume
- 10th, 12th & Education degree certificate and all year mark sheets for latest graduation or post-graduation.
- Proof of identity: Adhar and PAN are mandatory. If you do not have either, please apply for one immediately and carry the acknowledgement on the day of joining. Also good to have passport.
- 2 photographs (passport sized, colour photos with a white background).
- Bank Account opening (for stipend payments) get original photo ID proofs and permanent address proof.
- Offer letter and Experience/Relieving letter of last 2 companies (If applicable)
- 3 months pay-slip from immediate company (If applicable)



CONFIDENTIAL

ABILASH S

No. 7, Ramasamy Nagar Kalapatty Village, Kalapatty West, Coimbatore-48
Contact number: +919894516311 Email ID: abisiva2906@gmail.com

Dear Abilash,

Congratulations! We are pleased to extend you an opportunity in HyperVerge Technologies Pvt. Ltd as an Integrations Engineer Intern in our Integration Support Team for a period of six months.

As an Integrations Engineer Intern, you are responsible for ensuring that our customers integrate the HyperVerge product quickly while ensuring that their business problem is being solved.

Your role involves spending significant time at the client site consulting with customers to learn about their existing systems and processes, design transformational solutions leveraging HyperVerge technology, drive integrations and deliver the promised business impact. You will act as the voice of your customers internally at HyperVerge to align product strategy with customer needs.

Technical Responsibilities

- You will act as the voice of your customers internally at HyperVerge to align product strategy with customer needs.

Reporting date – 19th December 2022

Report to – Krishnasai G

Place of Joining - Bangalore

Transit Koramangala, 8th Main Road, Santhosapuram, Koramangala 3 Block, Koramangala, Bengaluru, Karnataka, India

Compensation:

Effective Stipend

INR 20,000/month

Company Policies

You will be given an orientation on the joining date detailing various policies to be followed while you work for the company.



Non-Disclosure/Confidentiality, Non-Compete and IP Rights Agreement

You will be required to sign Non-Disclosure/Confidentiality, Non-Compete and IP Rights Agreement and Employment agreements with HyperVerge Technologies Pvt. Ltd. These agreements are to ensure protection of interest of all the stakeholders of our company. The company is involved in development of many innovative technical products and hence no information of any nature should be disclosed without a written consent of the company.

Representation and Warranty

You hereby represent, acknowledge, confirm and warrant that you have the appropriate legal power, right, competence and authority necessary to accept and execute this offer letter and are not restricted or barred from accepting this offer letter in any form or manner.

Exclusivity

You shall not accept any employment or render any paid service to any other establishment/party/organization in any manner whatsoever, during the course of your employment with us, except with our prior written authorization. Your work expertise and services, should you choose to accept this offer letter, shall be rendered on an exclusive basis to us.

New Employee Orientation

HyperVerge will run an orientation program for the new members entering our team. This program is designed to provide an overview of the work that you will do and the problems that you will solve at HyperVerge. It also provides an excellent opportunity to get to know the members of the HyperVerge team.

Reservation of Rights

At any time, we retain the right to withdraw and rescind this offer. Furthermore, our offer is conditional on your satisfactory completion of the following:

- Background check
- Medical check
- Execution of Employment Agreement
- Execution of Non-Disclosure/Confidentiality, Non-Compete and IP Rights Agreement

Notice period

Notice period for your position is 7 days after a written notice has been submitted. The company can provide termination with a prior notice of 7 days. The company holds the right to terminate employment without notice in case of misconduct, breach of Non-Disclosure, Non-Compete, Non-Solicit agreements and in case of breach of the company policy.

We eagerly look forward to your response!



The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the general public.

Sincerely,

A handwritten signature in blue ink that reads 'Kishore'.

Kishore Natarajan
Director, HyperVerge Technologies Pvt. Ltd.

Acceptance

Signature	
Name	ABILASH S
Date	