

----- Forwarded message -----

From: **PRAVEEN NARAYANAN S J** <[praveennarayananvishnu@gmail.com](mailto:praveennarayananvishnu@gmail.com)>

Date: Fri, Sep 1, 2023, 7:24 PM

Subject: Fwd: Praveen\_Narayanan\_S\_J\_Screened\_in\_and\_Selected

To: <[thangamari.klnce@gmail.com](mailto:thangamari.klnce@gmail.com)>

----- Forwarded message -----

From: <[srtd@sac.isro.gov.in](mailto:srtd@sac.isro.gov.in)>

Date: Tue, 4 Jul 2023, 2:21 pm

Subject: Praveen\_Narayanan\_S\_J\_Screened\_in\_and\_Selected

To: PRAVEEN NARAYANAN S J <[praveennarayananvishnu@gmail.com](mailto:praveennarayananvishnu@gmail.com)>

Cc: Durga Digdarsini <[digdarsini@sac.isro.gov.in](mailto:digdarsini@sac.isro.gov.in)>

**प्रिय प्रार्थी,**

आप अंतरिक्ष उपयोग केंद्र, अहमदाबाद में, एस.आर.टी.डी/आरटीसीजी  
/मीसा के माध्यम से निवासी-प्रशिक्षण के लिए चयनित किये गये हैं ।

you are selected to do internship through **SRTD/RTCG/MISA**  
at **Space Applications Centre, Ahmedabad.**

**Details**

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Application date : 19 Jun 2023

Proposed Joining date : 10 Jul 2023

Guide's name (Or Decided By) : **SMT. DURGA DIGDARSINI(079-2691-2438)**

**Required Documents at Reporting Time**

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1. Adhar card+**2Xerox copy**
2. Students ID card+**2Xerox copy**
3. Bonafide/NOC certificate original+**1-Xerox copy**
4. 2-Passport size photos

**Next Action Needed and Reporting**

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1. Contact to your guide for work, title, lab-location to decide suitable PG Hostel at Ahmedabad
- 2 Confirm your joining by reply mail to srtd and Inform at **079-2691-6227** on working days,  
**before landing to Ahmedabad. (Accomplish this at least 72 hours before your arrival)**
3. After accomplishing instruction no 2, Collect your Entry Pass from **SAC, New Bopal Campus,**  
on working days between **9:30 AM 5:00 PM**

SAC New Bopal Campus on Google Maps  
<https://goo.gl/maps/gUjFF21EM3CqNra56>

**4. Report at 6227, SAC, Old Bopal Campus** for documentation and further instructions

5. Provide Monthly report to srttd and guide

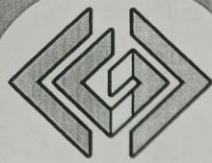
6. At the end submit **One page ppt, Report** and **Certificate** draft to change accordingly (See attachments) through your **guide. Student need to return all dues to SAC, like Lib book, ID cards etc** before collecting the final certificate from SRTD

**- SRTD**

SRTD

०७९-२६९१-६११२

एस.आर.टी.डी/आर.टी.सी.जी/मीसा



**GRASPEAR**  
SPEAR SHARP SOLUTIONS

**GRASPEAR SOLUTIONS PVT. LTD.,**

8-7/8 VAIGAI NADHI STREET | MAHATMA GANDHI NAGAR | MADURAI - 625014 | TN, INDIA

June 16<sup>th</sup> 2023

Dear Yashwanth Karthick S,

We are glad to announce that one-year internship with Graspear Solutions in our Software Development division has been offered to you.

On the reporting day, your duties and responsibilities for this position will be explained in detail.

If you accept this offer, your first day of work will be on Monday, June 19<sup>th</sup> 2023.

In any case if you wish withdraw the internship, it can be through proper approval with proper knowledge transfer and a minimum of 15 days' notice period.

You are asked to contact the Administrative Officer for further information on the on-boarding process.

We are delighted that you have decided to join us.

Suveetha Rajkumar,

Director

+91 861 011 2364

info@graspear.com

<https://graspear.com>

[g.page/graspear](https://g.page/graspear)

INFORMATION SECURITY | INFRASTRUCTURE SERVICES | CLOUD SOLUTIONS | PRODUCT DEVELOPMENT | ENGINEERING SERVICES

31/07/2023

**INTERNSHIP OFFER LETTER**

Dear **Reshmadharshini K R**,

Congratulations! We are happy to offer you the position of Software Developer Intern in our company, HDLC Technologies. HDLC is a technology company, which aims to change the way businesses operate on a daily basis via our AI Products. We hope that your contribution will enable us to cross many frontiers together.

We strongly believe that people have the power to change the world. We also believe that you have the potential to drive change. This offer letter acknowledges your ability to create long-term impact.

At HDLC you will have the opportunity to learn and develop cutting edge technology that can revolutionize our clients' businesses. You will be at the heart of a young, vibrant and multi cultural team that is curious and enterprising.

You will be working from home and report to the designated lead. You will be working as Intern in the domain of **Data Science and Machine Learning** and develop the applications as per the requirements. We will endeavor to help you every step of the way in crafting a fulfilling experience, rich in learning.

Period of Internship : **01/08/2023 to 25/09/2023**

Upon successful completion of the Internship program and performance review, you will be onboarded into HDLC Technologies.

We look forward to having you at HDLC. Your working hours and other T&C related to your internship will be communicated to you on the day of your joining.

Here's to exciting days of change! Welcome to HDLC and good luck!

Please confirm your acceptance of the offer asap.

**For HDLC Technologies**



**Authorized signatory**





Date: 28-Aug-2023

To

**Mr.NITHISHKUMAR K K,**  
36/21,  
SOUTH KRISHNAN KOVIL 3RD STREET,  
MADURAI-625001, TAMIL NADU.

Dear **Mr.NITHISHKUMAR K 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.480000/- (RUPEES FOUR LAKH EIGHTY THOUSAND ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

## DATE OF JOINING

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

## PROBATION

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

## SALARY REVISION

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



## **ADHERENCE TO POLICIES**

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

## **CONFIDENTIALITY**

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

## **TRANSFERABILITY**

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

## **ASSIGNMENT OF RIGHTS IN WORK**

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

## **CONCURRENT EDUCATION**

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

## **CONCURRENT EMPLOYMENT OR BUSINESS**

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





## **NON-COMPETE**

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

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

## **TERMINATION**

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

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

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company’s policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

## **NON-SOLICITATION**

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

## **AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT**

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

## **GOVERNING LAW AND JURISDICTION**

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.





**VALIDITY**

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **27-Sep-2023**. 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.

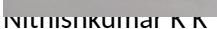
I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

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:   
Name : 

Date of Offer acceptance:  
Place :







## ANNEXURE A

**NAME** : NITHISHKUMAR K K  
**DESIGNATION** : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	16000	192000
HRA	8000	96000
Other Allowance & Flexible component	14080	168960
<b>Gross Salary</b>	<b>38080</b>	<b>456960</b>
Employer Provident Fund (12% of Basic+TA)*	1920	23040
<b>Cost To Company (CTC)</b>	<b>40000</b>	<b>480000</b>
Prosperity Sharing Plan		80000
<b>Compensation for the first year</b>		<b>560000</b>

\* 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.2500000/- (RUPEES TWENTY FIVE LAKH ONLY)**.

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



## OFFER LETTER

**Date: 14<sup>th</sup> September 2023**

Dear **Karthick Raja**,

We are delight to inform you that you have been selected for the position of **CSA** in our organization for our Mangalore location the salary offered is CTC **15800/- per month**

Please be present in office as on **20<sup>th</sup> September 2023** for the further process at our Office address below with the documents as discussed:

In case you have any queries please feel free to reach us on +91 7795388861 or you can also email us on [prabeesh.b@cogenteservices.com](mailto:prabeesh.b@cogenteservices.com)

We welcome you to join our cogent family and have a long term fruitful relationship with us.

Authorized Signatory



Address:

Cogent E-services Pvt Ltd  
1<sup>st</sup> Floor Raj Towers  
Opposite Roopa Hotel  
Balmatta Road, Milagris  
Mangalore 575 003  
Mobile: 7795388861 / 6282443203

# Internship Offer Letter

Dear RESHMADHARSHINI K RAJKUMAR

Date- 19-08-2023

## Congratulations!

Your application for the **8 week Data Science** Internship Program has been selected and we are delighted to offer you the internship opportunity at Seven7code Technologies. Your Internship is in effect from **August 21, 2023**.

The internship is an educational opportunity for you hence the primary focus is on learning and developing new skills and going hands on knowledge. We believe in you that you will perform all your tasks.

We are confident that this internship will be a valuable experience for you. We look forward to a worthwhile and fruitful association which will make you equipped for future projects and helping you achieve your goals. wishing you the most enjoyable and truly meaningful internship program experience.

Thank You,

Team Seven7code Technologies

 [info.seven7codetech@gmail.com](mailto:info.seven7codetech@gmail.com)





Date: 10-Oct-2023

To

**Ms.APURVA P,**

A3,18TH AVENUE, GLADWAY CITY,

AVANIYAPURAM, BYPASS,

MADURAI-625012,TAMIL NADU.

Dear **Ms.APURVA P,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

**This offer is subject to the following terms and conditions.**

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.



**VALIDITY**

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **17-Oct-2023**. Your signature indicates your acceptance of the terms and conditions of this offer.

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 email from us.

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

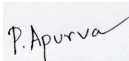
I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

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:   
Name : Apurva P

Date of Offer acceptance:  
Place :





Date: 26<sup>th</sup> December 2023

To,  
R Muthu Tharuunaditya  
11, Maruthi Nagar  
Muthupatti, Madurai  
Tamil Nadu

Sub: Internship Letter

Dear R Muthu Tharuunaditya,

We are happy to extend a service contract with Educational Initiatives India Private Limited ("Educational Initiatives" or "the Company"), effective from 8th January 2024 to 5<sup>th</sup> July 2024 to R Muthu Tharuunaditya ("the Consultant" or "you") together both are known as parties. We congratulate you and look forward to a mutually enriching relationship Educational Initiatives (EI).

Your base location will be Bangalore

Kindly note that this contract may not be construed as an employment of any nature.

The vision of Educational Initiatives is to create a world where children everywhere are learning with understanding.

**Responsibilities:**

You will be assigned a project after your on-boarding.

**Terms of engagement & Compensation:**

- Your remuneration will be Rs 20000/- PM which will be calculated on weekly basis with attendance as tracked and paid on monthly basis.
- You will engage in the above-mentioned scope of responsibilities for atleast 8 hours.
- You must raise an invoice at the end of each month. Tax will be deducted at source, if applicable, as per the Income Tax Rules and a TDS certificate will be given to you at the end of the year.
- Compensation rate decided is all-inclusive; including taxes, levies etc. and payment will be made subject to deduction of tax (TDS) at applicable rates.
- You may be required to travel out of Bangalore/Ahmedabad/Client Location as per business requirement.
- You will be eligible for one leave per month.
- At any point, the agreement can be terminated by giving one month's notice in writing to other party.

Apart from the above, you may have to share some responsibilities including administrative ones, as per the needs of the organization from time to time.

**Educational Initiatives Private Limited**

**Bangalore:**

4th Floor, The CUBE - Karle Town Center,  
102 Ft. Nada Prabhoo Kempe Gowda Main Rd,  
next to Nagavara, Bengaluru, Karnataka 560045

**Ahmedabad:**

The First Building, Corporate House A2,  
1st floor, Nyay Marg, Vastravai,  
Ahmedabad, Gujarat 380015

[www.ei.study](http://www.ei.study)

CIN U80211GJ2000PTC038692



## **EI Values:**

EI believes in certain values by which it expects every vendor to stand by:

- **Expertise and Professionalism-** Each member of EI should be able to combine the areas of their multifocal expertise with their experience. This should be manifested in the commitment he/she shows to the profession and the client, which would mean offering the best solution to problems, not necessarily solutions that the clients would love to hear.
- **Initiative and Responsibility-** As a professional, each member should take responsibility for completing the tasks entrusted to them, giving due consideration to marketing efforts, collection of resources, networking and meeting deadlines.
- **Excellence and Quality-** These should be key characteristics of all EI members, and can be achieved by taking responsibilities unconditionally and giving of their best and sometimes more than expected from them, without taking recourse to excuses.
- **Sharing and Teamwork-** Teamwork is an important attribute of a learning organization. All members need to share their individual expertise and experience and work together as teams.
- **Technology and Tools-** To achieve its goals, EI believes in using the latest technology and tools and expects its members to be conversant with them.
- **Educational Initiatives values individual ethics and sense of belongingness towards the organization and the team.** We would appreciate it if team members bring to our notice anything happening around you, which is not in the team's, or the organization's favor. Your ideas and suggestions are always welcome.
- **You shall ensure full professional discipline, in its right perspective and adhere to strict professional ethics without any compromises on any matter, howsoever trifle or insignificant it may appear to be.**

## **INDEMNIFICATION**

Both Parties agree to defend, indemnify, and hold each other harmless from and against any and all losses, liabilities, costs, expenses and damages (including reasonable attorney's fees) to the extent arising out of or relating to any claim brought by a third party alleging or in connection with:

- a) any unauthorized warranty or representation made by Parties;
- b) Parties' marketing, distribution, and support of the Service, including claims arising as a result of information provided to the other Party; any breach by Parties of their respective obligations under this Agreement.
- c) In addition to the above, the Consultant shall defend, indemnify, and hold the Ei harmless from and against any and all losses, liabilities, costs, expenses and damages (including reasonable attorney's fees) to the extent arising out of or relating to any claim brought by a third party alleging or in connection with: infringement and/or misappropriation by the Service or the content contained therein of any Intellectual Property Right of any third party.
- d) Each Party will be entitled, at its expense, to participate in the defense and settlement of the claim or action with counsel of its own choosing. A Party may not settle any claims that limit the other Party's rights, admit any liability on other Party's part, or entails cost to other Party without other Party's prior written consent, which shall not be unreasonably conditioned, withheld, or delayed.

## **Intellectual Property Rights:**

EI shall enjoy the exclusive and sole ownership of intellectual property rights and rights for commercial exploitation of all work that may be undertaken or done by you, whether individually or jointly with others, independently or in a group, including the right to all publications that may be published by you based on the work being done by the





organization in general, or by you or others in the Organization in particular, during your contract with the EI. It shall be the EI's prerogative to decide whether to secure the Intellectual Property Rights in the form of patent, trademark, copyright, design etc. and also with respect to the territory as to when and where the same have to be secured.

Your engagement is subject to the rules and regulations of the organization as they are or are amended from time to time. All legal proceedings and juridical proceedings will be subject to Bangalore jurisdiction only.

As a token of your acceptance of these terms, please sign the duplicate copy of this letter and return the same to us.

**ACCEPTED AND AGREED TO:**

**Educational Initiatives Private Limited**

**Subhash Bansiwala**  
**Chief Human Resource Officer**

I acknowledge the receipt of the above letter in original. I have read and understood the terms of the contract and agree to abide by the rules of the company.

**R Muthu Tharuunaditya**



## Schedule I

### Intellectual Property Rights

In consideration of the Agreement (the "Agreement") entered into between Educational Initiatives Private Limited (the "Company") and the payments made to me there under, now and hereinafter, I hereby agree as follows:

1. **Assignment of Inventions:** I hereby assign to the Company all my right, title and interest in and to any and all inventions (and all proprietary rights with respect thereto) whether or not patentable or registrable under copyright or similar statutes, made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the currency of the Agreement while doing work for the Company or any project commissioned by the Company.
2. **Enforcement of Proprietary Rights:** I will assist the Company in every proper way to obtain and from time to time enforce Indian and foreign proprietary rights relating to the inventions covered by Paragraph 1 in any and all countries. To that end I will execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as the Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such proprietary rights and the assignment thereof. In addition, I will execute, verify and deliver assignments of such proprietary rights to the Company or its designee. My obligation to assist the Company with respect to proprietary rights relating to such inventions in any and all countries shall continue beyond the termination of the Agreement.

In the event the Company is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with actions specified in the preceding paragraph, I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraph thereon with the same legal force and effect as if executed by me. I hereby waive and quitclaim to the Company any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any proprietary rights assigned hereunder to the Company.

3. **Obligation to Keep Company Informed:** During the period of the Agreement, I will promptly disclose to the Company fully and in writing and will hold in trust for the sole right and benefit of the Company any and all inventions covered by the provisions of Paragraph 1.
4. **Prior Inventions:** Inventions, if any, patented or unpatented, which I made prior to the commencement of the Agreement and which are disclosed to the Company, as provided in the list attached hereto, prior to signing the Agreement are excluded from the scope of this undertaking.
5. **Successors and Assigns:** This undertaking will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors and its administrators and other legal representatives and will continue in full force and effect. Neither this undertaking nor any of the rights, interests or obligations hereunder may be assigned by me to any third party.
6. **Survival:** The provisions of this undertaking shall survive the termination of the Agreement and the assignment of this undertaking by the Company to any successor in interest or other assignee.
7. **RELATIONSHIP of the Parties.** The relationship between the parties established by this Agreement is that of independent contractors. The parties shall each conduct its respective business at its own initiative, responsibility, and expense, and neither Party shall have any authority to incur any obligations on behalf of the other.
8. **Waiver:** No waiver by the Company of any breach of this undertaking shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this undertaking shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this undertaking.



This undertaking shall be effective as of the first day of the Agreement.

I UNDERSTAND THAT THIS UNDERTAKING AFFECTS MY RIGHTS TO INVENTIONS I MAKE DURING THE AGREEMENT, AND RESTRICTS MY RIGHT TO DISCLOSE OR USE THE COMPANY'S PROPRIETARY INFORMATION DURING OR SUBSEQUENT TO THE AGREEMENT.

I HAVE READ THIS UNDERTAKING CAREFULLY AND UNDERSTAND ITS TERMS.

A handwritten signature in black ink that reads 'R. Muthu' with a long horizontal stroke extending to the right.

Date: 28/12/2023

Signature:

R Muthu Tharuunaditya

ACCEPTED AND AGREED TO:

Educational Initiatives Private Limited

A handwritten signature in black ink that reads 'Subhash Bansawal' with a horizontal line underneath.

Subhash Bansawal

Chief Human Resource Officer



## Schedule II

### NON-DISCLOSURE & NON-COMPETE AGREEMENT

This Non-Disclosure and Non-Compete Agreement ("Agreement") is made and entered into on this day (dated 8th January 2024) by and between: R Muthu Tharuunaditya ("Consultant") residing at Madurai 11, Maruthi Nagar

Muthupatti, Madurai

Tamil Nadu (herein after referred to as 'the Consultant', which expression, unless it be repugnant to the context or meaning thereof, be deemed to include his heirs, executors, administrators and permitted assigns);

AND

1. Educational Initiatives Private Limited, a company incorporated under the provisions of the Companies Act, 1956 and having its registered office at The First Building, Corporate House A2, 1st floor, Nyay Marg, Vastrapur, Ahmedabad, Gujarat-380015 (hereinafter referred to as 'the Company', which expression shall unless repugnant to the context or meaning thereof, be deemed to include its successors in interest and permitted assigns).

WHEREAS:

1. The Consultant has executed an Agreement dated 8th January 2024 with the Company.
2. The Consultant and the Company are executing this Agreement to reduce the terms and conditions in respect of the use of the Confidential Information (as defined hereinafter) disclosed by the Company to the Consultant during the course of his/her engagement with the Company and to record the terms of the non-compete provision as agreed between the Consultant and the Company.

IT IS AGREED:

1. In this Agreement "Confidential Information" means the contents of this Agreement, any discussion regarding the nature and performance of the services rendered and/or to be rendered by the Consultant and all other information including trade secrets, inventions, mask works, concepts, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, discoveries, developments, designs, techniques and information regarding plans for research, development, new products, strategic plans, marketing and selling, business plans, budget, licenses, price and costs, prospective or current suppliers and customers, financial, business, economic, technical, operational, commercial, employment, management, planning and other information, data, material and expertise of whatever kind whether oral, in writing or in any other form relating to the Company which is either directly or indirectly disclosed to or acquired by the Consultant from the Company or its authorized representatives whether on, before or after the date of countersigning this Agreement.
2. The Consultant recognizes and acknowledges the competitive value and confidential nature of the Confidential Information and the damage that could result to the Company if the information contained therein is disclosed to any third party. The Consultant also recognizes and acknowledges that the Confidential Information is and/or will be provided to him/her in reliance upon him/her accepting the terms of this Agreement.



3. In consideration of Confidential Information being made available, the Consultant hereby undertakes and covenants that the Consultant will not, without the prior written consent of the Company, disclose, divulge, furnish, publish or use; directly or indirectly; whether or not for monetary gain, any Confidential Information to any third party nor use any Confidential Information for any purpose other than in connection with the performance of his/her services for the Company.
4. The restrictions on use and disclosure of the Confidential Information set out in paragraph 3 above shall apply whether or not the Consultant is retained by Company and/or return or destruction of the Confidential Information. However, these restrictions shall not apply to any Confidential Information which:
  - a. at the date of its disclosure is public knowledge or which subsequently becomes public knowledge other than by any breach of this Agreement or by any act or failure to act on the part of the Consultant;
  - b. is already known to the Consultant (as evidenced by its written records) at the date of countersignature of this Agreement and was not acquired directly or indirectly from the Company;
  - c. is required to be disclosed by applicable law or order of a court of competent jurisdiction, government department, agency or supervisory or regulatory authority to whose jurisdiction the Consultant is subject, provided that prior to such disclosure the Consultant shall consult the Company as to the proposed form, nature and purpose of the disclosure.
5. The Consultant further undertakes:
  - a. to give notice to the Company of any unauthorized use or disclosure of the Confidential Information;
  - b. not to make, permit or solicit any announcement, communication or disclosure concerning the Company, or the services rendered by the Consultant, without the prior written consent of the Company;
  - c. not to copy or reproduce, in whole or in part, the Confidential Information without the prior written consent of the Company;
  - d. forthwith upon request to return within 7 days, all the Confidential Information (including all copies thereof) and destroy all analyses, memoranda or notes derived therefrom including any other written material relating to, derived from or reflecting the Confidential Information and expunge all Confidential Information from any computer, word processor or other device into which it was copied or programmed, without retaining any copies thereof and upon request of the Company, certify in writing that the Consultant has complied with the obligations set forth in this paragraph;
  - e. to certify in writing, on written demand, that the Consultant has complied with all its obligations under this Agreement; and
  - f. not to discuss, initiate or enter into any negotiations, agreement or arrangement in connection with the subject matter of this Agreement, whether oral, in writing or any other form with any person other than the Company.
6. The Consultant acknowledges and confirms that notwithstanding the disclosure of any Confidential Information to the Consultant, the Company shall retain the title and all intellectual property and proprietary rights in the Confidential Information and the Confidential Information shall remain the property of the Company and no right or another license to the Confidential Information is granted or created hereby in favor of the Consultant.



7. The Consultant further acknowledges and confirms that the obligations contained in this Agreement are in addition to any other obligations which the Consultant may have under any statute or otherwise. The Consultant agrees and acknowledges that monetary damages would not be an adequate remedy for breach of the provisions contained herein and that the Company shall be entitled to equitable relief, including injunctive relief, specific performance and other equitable relief's, in the event of any threatened or actual breach of the provisions hereof and that no proof of special damages shall be necessary for the enforcement of this Agreement. The company will be entitled to initiate proceedings and/or claim damages under section 72 for breach of confidentiality and privacy and under such other applicable provisions of the Information Technology Act, 2000 or any other statute, act applicable in future. Such remedies shall not be deemed to be exclusive remedies for a breach of this Agreement by the Consultant, but shall be in addition to and without prejudice to all other remedies available at law or equity.
8. The Consultant agrees that during the course of his/her engagement with the Company and for a period of 1 (one) year from the date of resignation or termination of his/her contractual engagement, without the consent of the Company:
  - a. he/she will not, directly or indirectly, offer employment to or hire, solicit, induce, recruit, approach, entertain or accept an application for employment or encourage any of the Company's Consultants to leave their employment with the Company;
  - b. he/she will not directly or indirectly approach, solicit, contact, call upon, communicate with or attempt to communicate with any customer of Company or otherwise interfere with the business relationship of the Company with any person who is or was, during the term of the Consultant's engagement, a customer of the Company and/or had material business with the Company; and
  - c. he/she will not, directly or indirectly, as an agent, consultant, owner, partner, director, Consultant, officer or participant, engage in or assist any other person or entity to engage in any business that competes with the business of the Company.
9. If any term or provisions of this Agreement shall be held to be invalid, illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part thereof shall, to that extent be deemed to be deleted from this Agreement and this Agreement shall be valid and binding as to all the remaining provisions. The parties, however, agree to negotiate in good faith to replace such an invalid provision by a valid provision, the effect of which comes as close as legally possible to that of the invalid provision.
10. No failure or delay by the Company in exercising any right, power or privilege under this Agreement shall operate as a waiver thereof, and no modification hereof shall be effective, unless in writing and signed by the Company or other authorized person on its behalf.
11. This Agreement shall be governed by and shall be construed in accordance with Indian laws. Subject to Clause 12, the courts of Karnataka shall have exclusive jurisdiction to settle any dispute that may arise in relation to the interpretation and performance of this Agreement.
12. The Consultant and the Company agree to negotiate in good faith to resolve any dispute between them regarding this Agreement. Either of them may invoke arbitration proceedings for the resolution of the disputes and differences which shall be finally settled under the Arbitration and Conciliation Act, 1996. The arbitration panel shall consist of 3 (three) arbitrators, 1 (one) to be appointed by the Consultant and the other by the Company. The third arbitrator shall be appointed by the 2 (two) arbitrators appointed by the parties as stated



in the foregoing sentence. The place of arbitration shall be Bangalore, India and the arbitration proceedings shall be conducted in English.

13. The Consultant hereby agrees to indemnify, defend and hold harmless the Company from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of the Consultant's obligations contained herein.
14. The Consultant understands that the Confidential Information does not purport to be all inclusive and that no representation or warranty (express or implied) is made on the accuracy, reliability or completeness of any of the Confidential Information or with respect to the infringement of trademarks, patents, copyrights or any third-party rights.
15. This Agreement shall be executed in two counterparts, both of which shall be deemed to be the original, but both together shall constitute one and the same instrument.

This Agreement shall be effective as of the date it is executed both the parties hereto IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

For, Educational Initiatives Private Limited

Name: R Muthu Tharuunaditya

Name: Subhash Bansiwala  
Title: CHRO



**Date:** 26<sup>th</sup> December 2023

To,  
Ramachandran M  
5-3/11, Teachers Colony  
Vadipattai, Sholavandan  
Madurai, Tamil Nadu

**Sub:** Internship Letter

Dear Ramachandran M,

We are happy to extend a service contract with Educational Initiatives India Private Limited (“Educational Initiatives” or “the Company”), effective from 8th January 2024 to 5<sup>th</sup> July 2024 to Ramachandran M (“**the Consultant**” or “**you**”) together both are known as parties. We congratulate you and look forward to a mutually enriching relationship Educational Initiatives (EI).

Your base location will be **Bangalore**

Kindly note that this contract may not be construed as an employment of any nature.

The vision of Educational Initiatives is to create a world where children everywhere are learning with understanding.

**Responsibilities:**

**You will be assigned a project after your on-boarding.**

**Terms of engagement & Compensation:**

- Your remuneration will be Rs 20000/- PM which will be calculated on weekly basis with attendance as tracked and paid on monthly basis.
- You will engage in the above-mentioned scope of responsibilities for atleast 8 hours.
- You must raise an invoice at the end of each month. Tax will be deducted at source, if applicable, as per the Income Tax Rules and a TDS certificate will be given to you at the end of the year.
- Compensation rate decided is all-inclusive; including taxes, levies etc. and payment will be made subject to deduction of tax (TDS) at applicable rates.
- You may be required to travel out of Bangalore/Ahmedabad/Client Location as per business requirement.
- You will be eligible for one leave per month.
- At any point, the agreement can be terminated by giving one month’s notice in writing to other party.

Apart from the above, you may have to share some responsibilities including administrative ones, as per the needs of the organization from time to time.

Educational Initiatives Private Limited

**Bangalore:**  
4th Floor, The CUBE - Karle Town Center,  
100 Ft, Nada Prabhu Kempe Gowda Main Rd,  
next to Nagavara, Bengaluru, Karnataka 560045

**Ahmedabad:**  
The First Building, Corporate House A2,  
1st floor, Nyay Marg, Vastrapur,  
Ahmedabad, Gujarat 380015

[www.ei.study](http://www.ei.study)  
CIN: U80211GJ2000PTC038692





## **EI Values:**

EI believes in certain values by which it expects every vendor to stand by:

- **Expertise and Professionalism-** Each member of EI should be able to combine the areas of their multifocal expertise with their experience. This should be manifested in the commitment he/she shows to the profession and the client, which would mean offering the best solution to problems, not necessarily solutions that the clients would love to hear.
- **Initiative and Responsibility-** As a professional, each member should take responsibility for completing the tasks entrusted to them, giving due consideration to marketing efforts, collection of resources, networking and meeting deadlines.
- **Excellence and Quality-** These should be key characteristics of all EI members, and can be achieved by taking responsibilities unconditionally and giving of their best and sometimes more than expected from them, without taking recourse to excuses.
- **Sharing and Teamwork-** Teamwork is an important attribute of a learning organization. All members need to share their individual expertise and experience and work together as teams.
- **Technology and Tools-** To achieve its goals, EI believes in using the latest technology and tools and expects its members to be conversant with them.
- **Educational Initiatives** values individual ethics and sense of belongingness towards the organization and the team. We would appreciate it if team members bring to our notice anything happening around you, which is not in the team's, or the organization's favor. Your ideas and suggestions are always welcome.
- You shall ensure full professional discipline, in its right perspective and adhere to strict professional ethics without any compromises on any matter, howsoever trifle or insignificant it may appear to be.

## **INDEMNIFICATION**

Both Parties agree to defend, indemnify, and hold each other harmless from and against any and all losses, liabilities, costs, expenses and damages (including reasonable attorney's fees) to the extent arising out of or relating to any claim brought by a third party alleging or in connection with:

- a) any unauthorized warranty or representation made by Parties;
- b) Parties' marketing, distribution, and support of the Service, including claims arising as a result of information provided to the other Party; any breach by Parties of their respective obligations under this Agreement.
- c) In addition to the above, the Consultant shall defend, indemnify, and hold the Ei harmless from and against any and all losses, liabilities, costs, expenses and damages (including reasonable attorney's fees) to the extent arising out of or relating to any claim brought by a third party alleging or in connection with: infringement and/or misappropriation by the Service or the content contained therein of any Intellectual Property Right of any third party.
- d) Each Party will be entitled, at its expense, to participate in the defense and settlement of the claim or action with counsel of its own choosing. A Party may not settle any claims that limit the other Party's rights, admit any liability on other Party's part, or entails cost to other Party without other Party's prior written consent, which shall not be unreasonably conditioned, withheld, or delayed.

## **Intellectual Property Rights:**

EI shall enjoy the exclusive and sole ownership of intellectual property rights and rights for commercial exploitation of all work that may be undertaken or done by you, whether individually or jointly with others, independently or in a group, including the right to all publications that may be published by you based on the work being done by the



organization in general, or by you or others in the Organization in particular, during your contract with the EI. It shall be the EI's prerogative to decide whether to secure the Intellectual Property Rights in the form of patent, trademark, copyright, design etc. and also with respect to the territory as to when and where the same have to be secured.

Your engagement is subject to the rules and regulations of the organization as they are or are amended from time to time. All legal proceedings and juridical proceedings will be subject to Bangalore jurisdiction only.

As a token of your acceptance of these terms, please sign the duplicate copy of this letter and return the same to us.

**ACCEPTED AND AGREED TO:**

**Educational Initiatives Private Limited**

A handwritten signature in black ink, appearing to read 'Subhash Bansiwala', with a horizontal line underneath it.

**Subhash Bansiwala**  
**Chief Human Resource Officer**

I acknowledge the receipt of the above letter in original. I have read and understood the terms of the contract and agree to abide by the rules of the company.

**Ramachandran M**



## Schedule I

### Intellectual Property Rights

In consideration of the Agreement (the "Agreement") entered into between Educational Initiatives Private Limited (the "Company") and the payments made to me there under, now and hereinafter, I hereby agree as follows:

1. **Assignment of Inventions:** I hereby assign to the Company all my right, title and interest in and to any and all inventions (and all proprietary rights with respect thereto) whether or not patentable or registrable under copyright or similar statutes, made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the currency of the Agreement while doing work for the Company or any project commissioned by the Company.
2. **Enforcement of Proprietary Rights:** I will assist the Company in every proper way to obtain and from time to time enforce Indian and foreign proprietary rights relating to the inventions covered by Paragraph 1 in any and all countries. To that end I will execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as the Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such proprietary rights and the assignment thereof. In addition, I will execute, verify and deliver assignments of such proprietary rights to the Company or its designee. My obligation to assist the Company with respect to proprietary rights relating to such inventions in any and all countries shall continue beyond the termination of the Agreement.

In the event the Company is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with actions specified in the preceding paragraph, I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraph thereon with the same legal force and effect as if executed by me. I hereby waive and quitclaim to the Company any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any proprietary rights assigned hereunder to the Company.

3. **Obligation to Keep Company Informed:** During the period of the Agreement, I will promptly disclose to the Company fully and in writing and will hold in trust for the sole right and benefit of the Company any and all inventions covered by the provisions of Paragraph 1.
4. **Prior Inventions:** Inventions, if any, patented or unpatented, which I made prior to the commencement of the Agreement and which are disclosed to the Company, as provided in the list attached hereto, prior to signing the Agreement are excluded from the scope of this undertaking.
5. **Successors and Assigns:** This undertaking will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors and its administrators and other legal representatives and will continue in full force and effect. Neither this undertaking nor any of the rights, interests or obligations hereunder may be assigned by me to any third party.
6. **Survival:** The provisions of this undertaking shall survive the termination of the Agreement and the assignment of this undertaking by the Company to any successor in interest or other assignee.
7. **RELATIONSHIP of the Parties.** The relationship between the parties established by this Agreement is that of independent contractors. The parties shall each conduct its respective business at its own initiative, responsibility, and expense, and neither Party shall have any authority to incur any obligations on behalf of the other.
8. **Waiver:** No waiver by the Company of any breach of this undertaking shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this undertaking shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this undertaking.



This undertaking shall be effective as of the first day of the Agreement.

I UNDERSTAND THAT THIS UNDERTAKING AFFECTS MY RIGHTS TO INVENTIONS I MAKE DURING THE AGREEMENT, AND RESTRICTS MY RIGHT TO DISCLOSE OR USE THE COMPANY'S PROPRIETARY INFORMATION DURING OR SUBSEQUENT TO THE AGREEMENT.

I HAVE READ THIS UNDERTAKING CAREFULLY AND UNDERSTAND ITS TERMS.

Date:

Signature:

**Ramachandran M**

ACCEPTED AND AGREED TO:

Educational Initiatives Private Limited

A handwritten signature in black ink, appearing to read 'Subhash Bansiwala', with a horizontal line underneath.

**Subhash Bansiwala**

**Chief Human Resource Officer**



## Schedule II

### NON-DISCLOSURE & NON-COMPETE AGREEMENT

This Non-Disclosure and Non-Compete Agreement (“Agreement”) is made and entered into on this day (dated **8th January 2024**) by and between: Ramachandran M (“Consultant”) residing at Madurai 5-3/11, Teachers Colony

Vadipattai, Sholavandan

Madurai, Tamil Nadu (herein after referred to as ‘the Consultant’, which expression, unless it be repugnant to the context or meaning thereof, be deemed to include his heirs, executors, administrators and permitted assigns);

AND

1. Educational Initiatives Private Limited, a company incorporated under the provisions of the Companies Act, 1956 and having its registered office at The First Building, Corporate House A2, 1st floor, Nyay Marg, Vastrapur, Ahmedabad, Gujarat-380015 (hereinafter referred to as ‘the Company’, which expression shall unless repugnant to the context or meaning thereof, be deemed to include its successors in interest and permitted assigns).

WHEREAS:

1. The Consultant has executed an Agreement dated **8th January 2024** with the Company.
2. The Consultant and the Company are executing this Agreement to reduce the terms and conditions in respect of the use of the Confidential Information (as defined hereinafter) disclosed by the Company to the Consultant during the course of his/her engagement with the Company and to record the terms of the non-compete provision as agreed between the Consultant and the Company.

IT IS AGREED:

1. In this Agreement "Confidential Information" means the contents of this Agreement, any discussion regarding the nature and performance of the services rendered and/or to be rendered by the Consultant and all other information including trade secrets, inventions, mask works, concepts, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, discoveries, developments, designs, techniques and information regarding plans for research, development, new products, strategic plans, marketing and selling, business plans, budget, licenses, price and costs, prospective or current suppliers and customers, financial, business, economic, technical, operational, commercial, employment, management, planning and other information, data, material and expertise of whatever kind whether oral, in writing or in any other form relating to the Company which is either directly or indirectly disclosed to or acquired by the Consultant from the Company or its authorized representatives whether on, before or after the date of countersigning this Agreement.
2. The Consultant recognizes and acknowledges the competitive value and confidential nature of the Confidential Information and the damage that could result to the Company if the information contained therein is disclosed to any third party. The Consultant also recognizes and acknowledges that the Confidential Information is and/or will be provided to him/her in reliance upon him/her accepting the terms of this Agreement.



3. In consideration of Confidential Information being made available, the Consultant hereby undertakes and covenants that the Consultant will not, without the prior written consent of the Company, disclose, divulge, furnish, publish or use; directly or indirectly; whether or not for monetary gain, any Confidential Information to any third party nor use any Confidential Information for any purpose other than in connection with the performance of his/her services for the Company.
4. The restrictions on use and disclosure of the Confidential Information set out in paragraph 3 above shall apply whether or not the Consultant is retained by Company and/or return or destruction of the Confidential Information. However, these restrictions shall not apply to any Confidential Information which:
  - a. at the date of its disclosure is public knowledge or which subsequently becomes public knowledge other than by any breach of this Agreement or by any act or failure to act on the part of the Consultant;
  - b. is already known to the Consultant (as evidenced by its written records) at the date of countersignature of this Agreement and was not acquired directly or indirectly from the Company;
  - c. is required to be disclosed by applicable law or order of a court of competent jurisdiction, government department, agency or supervisory or regulatory authority to whose jurisdiction the Consultant is subject, provided that prior to such disclosure the Consultant shall consult the Company as to the proposed form, nature and purpose of the disclosure.
5. The Consultant further undertakes:
  - a. to give notice to the Company of any unauthorized use or disclosure of the Confidential Information;
  - b. not to make, permit or solicit any announcement, communication or disclosure concerning the Company, or the services rendered by the Consultant, without the prior written consent of the Company;
  - c. not to copy or reproduce, in whole or in part, the Confidential Information without the prior written consent of the Company;
  - d. forthwith upon request to return within 7 days, all the Confidential Information (including all copies thereof) and destroy all analyses, memoranda or notes derived therefrom including any other written material relating to, derived from or reflecting the Confidential Information and expunge all Confidential Information from any computer, word processor or other device into which it was copied or programmed, without retaining any copies thereof and upon request of the Company , certify in writing that the Consultant has complied with the obligations set forth in this paragraph;
  - e. to certify in writing, on written demand, that the Consultant has complied with all its obligations under this Agreement; and
  - f. not to discuss, initiate or enter into any negotiations, agreement or arrangement in connection with the subject matter of this Agreement, whether oral, in writing or any other form with any person other than the Company.
6. The Consultant acknowledges and confirms that notwithstanding the disclosure of any Confidential Information to the Consultant, the Company shall retain the title and all intellectual property and proprietary rights in the Confidential Information and the Confidential Information shall remain the property of the Company and no right or another license to the Confidential Information is granted or created hereby in favor of the Consultant.



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8. The Consultant agrees that during the course of his/her engagement with the Company and for a period of 1 (one) year from the date of resignation or termination of his/her contractual engagement, without the consent of the Company:
  - a. he/she will not, directly or indirectly, offer employment to or hire, solicit, induce, recruit, approach, entertain or accept an application for employment or encourage any of the Company's Consultants to leave their employment with the Company;
  - b. he/she will not directly or indirectly approach, solicit, contact, call upon, communicate with or attempt to communicate with any customer of Company or otherwise interfere with the business relationship of the Company with any person who is or was, during the term of the Consultant's engagement, a customer of the Company and/or had material business with the Company; and
  - c. he/she will not, directly or indirectly, as an agent, consultant, owner, partner, director, Consultant, officer or participant, engage in or assist any other person or entity to engage in any business that competes with the business of the Company.
9. If any term or provisions of this Agreement shall be held to be invalid, illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part thereof shall, to that extent be deemed to be deleted from this Agreement and this Agreement shall be valid and binding as to all the remaining provisions. The parties, however, agree to negotiate in good faith to replace such an invalid provision by a valid provision, the effect of which comes as close as legally possible to that of the invalid provision.
10. No failure or delay by the Company in exercising any right, power or privilege under this Agreement shall operate as a waiver thereof, and no modification hereof shall be effective, unless in writing and signed by the Company or other authorized person on its behalf.
11. This Agreement shall be governed by and shall be construed in accordance with Indian laws. Subject to Clause 12, the courts of Karnataka shall have exclusive jurisdiction to settle any dispute that may arise in relation to the interpretation and performance of this Agreement.
12. The Consultant and the Company agree to negotiate in good faith to resolve any dispute between them regarding this Agreement. Either of them may invoke arbitration proceedings for the resolution of the disputes and differences which shall be finally settled under the Arbitration and Conciliation Act, 1996. The arbitration panel shall consist of 3 (three) arbitrators, 1 (one) to be appointed by the Consultant and the other by the Company. The third arbitrator shall be appointed by the 2 (two) arbitrators appointed by the parties as stated



in the foregoing sentence. The place of arbitration shall be Bangalore, India and the arbitration proceedings shall be conducted in English.

13. The Consultant hereby agrees to indemnify, defend and hold harmless the Company from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of the Consultant's obligations contained herein.
14. The Consultant understands that the Confidential Information does not purport to be all inclusive and that no representation or warranty (express or implied) is made on the accuracy, reliability or completeness of any of the Confidential Information or with respect to the infringement of trademarks, patents, copyrights or any third-party rights.
15. This Agreement shall be executed in two counterparts, both of which shall be deemed to be the original, but both together shall constitute one and the same instrument.

This Agreement shall be effective as of the date it is executed both the parties hereto IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

For, Educational Initiatives Private Limited

Name: Ramachandran M

Name: Subhash Bansiwal  
Title: CHRO





**Date:** 26<sup>th</sup> December 2023

To,  
Amethesh L G P  
17, Nadana Gopalanayagi,  
4th Cross Street, Thirunagar  
Thirupparankundram, Madurai, Tamil Nadu

**Sub:** Internship Letter

Dear Amethesh L G P,

We are happy to extend a service contract with Educational Initiatives India Private Limited (“Educational Initiatives” or “the Company”), effective from 8th January 2024 to 5<sup>th</sup> July 2024 to Amethesh L G P (“**the Consultant**” or “**you**”) together both are known as parties. We congratulate you and look forward to a mutually enriching relationship Educational Initiatives (EI).

Your base location will be **Bangalore**

Kindly note that this contract may not be construed as an employment of any nature.

The vision of Educational Initiatives is to create a world where children everywhere are learning with understanding.

**Responsibilities:**

**You will be assigned a project after your on-boarding.**

**Terms of engagement & Compensation:**

- Your remuneration will be Rs 20000/- PM which will be calculated on weekly basis with attendance as tracked and paid on monthly basis.
- You will engage in the above-mentioned scope of responsibilities for atleast 8 hours.
- You must raise an invoice at the end of each month. Tax will be deducted at source, if applicable, as per the Income Tax Rules and a TDS certificate will be given to you at the end of the year.
- Compensation rate decided is all-inclusive; including taxes, levies etc. and payment will be made subject to deduction of tax (TDS) at applicable rates.
- You may be required to travel out of Bangalore/Ahmedabad/Client Location as per business requirement.
- You will be eligible for one leave per month.
- At any point, the agreement can be terminated by giving one month’s notice in writing to other party.

Apart from the above, you may have to share some responsibilities including administrative ones, as per the needs of the organization from time to time.

Educational Initiatives Private Limited

**Bangalore:**  
4th Floor, The CUBE - Karle Town Center,  
100 Ft, Nada Prabhu Kempe Gowda Main Rd,  
next to Nagavara, Bengaluru, Karnataka 560045

**Ahmedabad:**  
The First Building, Corporate House A2,  
1st floor, Nyay Marg, Vastrapur,  
Ahmedabad, Gujarat 380015

[www.ei.study](http://www.ei.study)  
CIN: U80211GJ2000PTC038692



## **EI Values:**

EI believes in certain values by which it expects every vendor to stand by:

- **Expertise and Professionalism-** Each member of EI should be able to combine the areas of their multifocal expertise with their experience. This should be manifested in the commitment he/she shows to the profession and the client, which would mean offering the best solution to problems, not necessarily solutions that the clients would love to hear.
- **Initiative and Responsibility-** As a professional, each member should take responsibility for completing the tasks entrusted to them, giving due consideration to marketing efforts, collection of resources, networking and meeting deadlines.
- **Excellence and Quality-** These should be key characteristics of all EI members, and can be achieved by taking responsibilities unconditionally and giving of their best and sometimes more than expected from them, without taking recourse to excuses.
- **Sharing and Teamwork-** Teamwork is an important attribute of a learning organization. All members need to share their individual expertise and experience and work together as teams.
- **Technology and Tools-** To achieve its goals, EI believes in using the latest technology and tools and expects its members to be conversant with them.
- **Educational Initiatives** values individual ethics and sense of belongingness towards the organization and the team. We would appreciate it if team members bring to our notice anything happening around you, which is not in the team's, or the organization's favor. Your ideas and suggestions are always welcome.
- You shall ensure full professional discipline, in its right perspective and adhere to strict professional ethics without any compromises on any matter, howsoever trifle or insignificant it may appear to be.

## **INDEMNIFICATION**

Both Parties agree to defend, indemnify, and hold each other harmless from and against any and all losses, liabilities, costs, expenses and damages (including reasonable attorney's fees) to the extent arising out of or relating to any claim brought by a third party alleging or in connection with:

- a) any unauthorized warranty or representation made by Parties;
- b) Parties' marketing, distribution, and support of the Service, including claims arising as a result of information provided to the other Party; any breach by Parties of their respective obligations under this Agreement.
- c) In addition to the above, the Consultant shall defend, indemnify, and hold the Ei harmless from and against any and all losses, liabilities, costs, expenses and damages (including reasonable attorney's fees) to the extent arising out of or relating to any claim brought by a third party alleging or in connection with: infringement and/or misappropriation by the Service or the content contained therein of any Intellectual Property Right of any third party.
- d) Each Party will be entitled, at its expense, to participate in the defense and settlement of the claim or action with counsel of its own choosing. A Party may not settle any claims that limit the other Party's rights, admit any liability on other Party's part, or entails cost to other Party without other Party's prior written consent, which shall not be unreasonably conditioned, withheld, or delayed.

## **Intellectual Property Rights:**

EI shall enjoy the exclusive and sole ownership of intellectual property rights and rights for commercial exploitation of all work that may be undertaken or done by you, whether individually or jointly with others, independently or in a group, including the right to all publications that may be published by you based on the work being done by the



organization in general, or by you or others in the Organization in particular, during your contract with the EI. It shall be the EI's prerogative to decide whether to secure the Intellectual Property Rights in the form of patent, trademark, copyright, design etc. and also with respect to the territory as to when and where the same have to be secured.

Your engagement is subject to the rules and regulations of the organization as they are or are amended from time to time. All legal proceedings and juridical proceedings will be subject to Bangalore jurisdiction only.

As a token of your acceptance of these terms, please sign the duplicate copy of this letter and return the same to us.

**ACCEPTED AND AGREED TO:**

**Educational Initiatives Private Limited**

A handwritten signature in black ink, appearing to read 'Subhash Bansiwala', with a horizontal line underneath.

**Subhash Bansiwala**  
**Chief Human Resource Officer**

I acknowledge the receipt of the above letter in original. I have read and understood the terms of the contract and agree to abide by the rules of the company.

**Amethesh L G P**



## Schedule I

### Intellectual Property Rights

In consideration of the Agreement (the "Agreement") entered into between Educational Initiatives Private Limited (the "Company") and the payments made to me there under, now and hereinafter, I hereby agree as follows:

1. **Assignment of Inventions:** I hereby assign to the Company all my right, title and interest in and to any and all inventions (and all proprietary rights with respect thereto) whether or not patentable or registrable under copyright or similar statutes, made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the currency of the Agreement while doing work for the Company or any project commissioned by the Company.
2. **Enforcement of Proprietary Rights:** I will assist the Company in every proper way to obtain and from time to time enforce Indian and foreign proprietary rights relating to the inventions covered by Paragraph 1 in any and all countries. To that end I will execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as the Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such proprietary rights and the assignment thereof. In addition, I will execute, verify and deliver assignments of such proprietary rights to the Company or its designee. My obligation to assist the Company with respect to proprietary rights relating to such inventions in any and all countries shall continue beyond the termination of the Agreement.

In the event the Company is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with actions specified in the preceding paragraph, I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraph thereon with the same legal force and effect as if executed by me. I hereby waive and quitclaim to the Company any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any proprietary rights assigned hereunder to the Company.

3. **Obligation to Keep Company Informed:** During the period of the Agreement, I will promptly disclose to the Company fully and in writing and will hold in trust for the sole right and benefit of the Company any and all inventions covered by the provisions of Paragraph 1.
4. **Prior Inventions:** Inventions, if any, patented or unpatented, which I made prior to the commencement of the Agreement and which are disclosed to the Company, as provided in the list attached hereto, prior to signing the Agreement are excluded from the scope of this undertaking.
5. **Successors and Assigns:** This undertaking will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors and its administrators and other legal representatives and will continue in full force and effect. Neither this undertaking nor any of the rights, interests or obligations hereunder may be assigned by me to any third party.
6. **Survival:** The provisions of this undertaking shall survive the termination of the Agreement and the assignment of this undertaking by the Company to any successor in interest or other assignee.
7. **RELATIONSHIP of the Parties.** The relationship between the parties established by this Agreement is that of independent contractors. The parties shall each conduct its respective business at its own initiative, responsibility, and expense, and neither Party shall have any authority to incur any obligations on behalf of the other.
8. **Waiver:** No waiver by the Company of any breach of this undertaking shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this undertaking shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this undertaking.



This undertaking shall be effective as of the first day of the Agreement.

I UNDERSTAND THAT THIS UNDERTAKING AFFECTS MY RIGHTS TO INVENTIONS I MAKE DURING THE AGREEMENT, AND RESTRICTS MY RIGHT TO DISCLOSE OR USE THE COMPANY'S PROPRIETARY INFORMATION DURING OR SUBSEQUENT TO THE AGREEMENT.

I HAVE READ THIS UNDERTAKING CAREFULLY AND UNDERSTAND ITS TERMS.

Date:

Signature:

**Amethesh L G P**

ACCEPTED AND AGREED TO:

Educational Initiatives Private Limited

A handwritten signature in black ink, appearing to read 'Subhash Bansiwala', with a horizontal line underneath.

**Subhash Bansiwala**

**Chief Human Resource Officer**



## Schedule II

### NON-DISCLOSURE & NON-COMPETE AGREEMENT

This Non-Disclosure and Non-Compete Agreement (“Agreement”) is made and entered into on this day (dated **8th January 2024**) by and between: Amethesh L G P (“Consultant”) residing at Madurai 17, Nadana Gopalanayagi,

4th Cross Street, Thirunagar

Thirupparankundram, Madurai, Tamil Nadu (herein after referred to as ‘the Consultant’, which expression, unless it be repugnant to the context or meaning thereof, be deemed to include his heirs, executors, administrators and permitted assigns);

AND

1. Educational Initiatives Private Limited, a company incorporated under the provisions of the Companies Act, 1956 and having its registered office at The First Building, Corporate House A2, 1st floor, Nyay Marg, Vastrapur, Ahmedabad, Gujarat-380015 (hereinafter referred to as ‘the Company’, which expression shall unless repugnant to the context or meaning thereof, be deemed to include its successors in interest and permitted assigns).

WHEREAS:

1. The Consultant has executed an Agreement dated **8th January 2024** with the Company.
2. The Consultant and the Company are executing this Agreement to reduce the terms and conditions in respect of the use of the Confidential Information (as defined hereinafter) disclosed by the Company to the Consultant during the course of his/her engagement with the Company and to record the terms of the non-compete provision as agreed between the Consultant and the Company.

IT IS AGREED:

1. In this Agreement "Confidential Information" means the contents of this Agreement, any discussion regarding the nature and performance of the services rendered and/or to be rendered by the Consultant and all other information including trade secrets, inventions, mask works, concepts, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, discoveries, developments, designs, techniques and information regarding plans for research, development, new products, strategic plans, marketing and selling, business plans, budget, licenses, price and costs, prospective or current suppliers and customers, financial, business, economic, technical, operational, commercial, employment, management, planning and other information, data, material and expertise of whatever kind whether oral, in writing or in any other form relating to the Company which is either directly or indirectly disclosed to or acquired by the Consultant from the Company or its authorized representatives whether on, before or after the date of countersigning this Agreement.
2. The Consultant recognizes and acknowledges the competitive value and confidential nature of the Confidential Information and the damage that could result to the Company if the information contained therein is disclosed to any third party. The Consultant also recognizes and acknowledges that the Confidential Information is and/or will be provided to him/her in reliance upon him/her accepting the terms of this Agreement.



3. In consideration of Confidential Information being made available, the Consultant hereby undertakes and covenants that the Consultant will not, without the prior written consent of the Company, disclose, divulge, furnish, publish or use; directly or indirectly; whether or not for monetary gain, any Confidential Information to any third party nor use any Confidential Information for any purpose other than in connection with the performance of his/her services for the Company.
4. The restrictions on use and disclosure of the Confidential Information set out in paragraph 3 above shall apply whether or not the Consultant is retained by Company and/or return or destruction of the Confidential Information. However, these restrictions shall not apply to any Confidential Information which:
  - a. at the date of its disclosure is public knowledge or which subsequently becomes public knowledge other than by any breach of this Agreement or by any act or failure to act on the part of the Consultant;
  - b. is already known to the Consultant (as evidenced by its written records) at the date of countersignature of this Agreement and was not acquired directly or indirectly from the Company;
  - c. is required to be disclosed by applicable law or order of a court of competent jurisdiction, government department, agency or supervisory or regulatory authority to whose jurisdiction the Consultant is subject, provided that prior to such disclosure the Consultant shall consult the Company as to the proposed form, nature and purpose of the disclosure.
5. The Consultant further undertakes:
  - a. to give notice to the Company of any unauthorized use or disclosure of the Confidential Information;
  - b. not to make, permit or solicit any announcement, communication or disclosure concerning the Company, or the services rendered by the Consultant, without the prior written consent of the Company;
  - c. not to copy or reproduce, in whole or in part, the Confidential Information without the prior written consent of the Company;
  - d. forthwith upon request to return within 7 days, all the Confidential Information (including all copies thereof) and destroy all analyses, memoranda or notes derived therefrom including any other written material relating to, derived from or reflecting the Confidential Information and expunge all Confidential Information from any computer, word processor or other device into which it was copied or programmed, without retaining any copies thereof and upon request of the Company, certify in writing that the Consultant has complied with the obligations set forth in this paragraph;
  - e. to certify in writing, on written demand, that the Consultant has complied with all its obligations under this Agreement; and
  - f. not to discuss, initiate or enter into any negotiations, agreement or arrangement in connection with the subject matter of this Agreement, whether oral, in writing or any other form with any person other than the Company.
6. The Consultant acknowledges and confirms that notwithstanding the disclosure of any Confidential Information to the Consultant, the Company shall retain the title and all intellectual property and proprietary rights in the Confidential Information and the Confidential Information shall remain the property of the Company and no right or another license to the Confidential Information is granted or created hereby in favor of the Consultant.



7. The Consultant further acknowledges and confirms that the obligations contained in this Agreement are in addition to any other obligations which the Consultant may have under any statute or otherwise. The Consultant agrees and acknowledges that monetary damages would not be an adequate remedy for breach of the provisions contained herein and that the Company shall be entitled to equitable relief, including injunctive relief, specific performance and other equitable relief's, in the event of any threatened or actual breach of the provisions hereof and that no proof of special damages shall be necessary for the enforcement of this Agreement. The company will be entitled to initiate proceedings and/or claim damages under section 72 for breach of confidentiality and privacy and under such other applicable provisions of the Information Technology Act, 2000 or any other statute, act applicable in future. Such remedies shall not be deemed to be exclusive remedies for a breach of this Agreement by the Consultant, but shall be in addition to and without prejudice to all other remedies available at law or equity.
8. The Consultant agrees that during the course of his/her engagement with the Company and for a period of 1 (one) year from the date of resignation or termination of his/her contractual engagement, without the consent of the Company:
  - a. he/she will not, directly or indirectly, offer employment to or hire, solicit, induce, recruit, approach, entertain or accept an application for employment or encourage any of the Company's Consultants to leave their employment with the Company;
  - b. he/she will not directly or indirectly approach, solicit, contact, call upon, communicate with or attempt to communicate with any customer of Company or otherwise interfere with the business relationship of the Company with any person who is or was, during the term of the Consultant's engagement, a customer of the Company and/or had material business with the Company; and
  - c. he/she will not, directly or indirectly, as an agent, consultant, owner, partner, director, Consultant, officer or participant, engage in or assist any other person or entity to engage in any business that competes with the business of the Company.
9. If any term or provisions of this Agreement shall be held to be invalid, illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part thereof shall, to that extent be deemed to be deleted from this Agreement and this Agreement shall be valid and binding as to all the remaining provisions. The parties, however, agree to negotiate in good faith to replace such an invalid provision by a valid provision, the effect of which comes as close as legally possible to that of the invalid provision.
10. No failure or delay by the Company in exercising any right, power or privilege under this Agreement shall operate as a waiver thereof, and no modification hereof shall be effective, unless in writing and signed by the Company or other authorized person on its behalf.
11. This Agreement shall be governed by and shall be construed in accordance with Indian laws. Subject to Clause 12, the courts of Karnataka shall have exclusive jurisdiction to settle any dispute that may arise in relation to the interpretation and performance of this Agreement.
12. The Consultant and the Company agree to negotiate in good faith to resolve any dispute between them regarding this Agreement. Either of them may invoke arbitration proceedings for the resolution of the disputes and differences which shall be finally settled under the Arbitration and Conciliation Act, 1996. The arbitration panel shall consist of 3 (three) arbitrators, 1 (one) to be appointed by the Consultant and the other by the





Company. The third arbitrator shall be appointed by the 2 (two) arbitrators appointed by the parties as stated in the foregoing sentence. The place of arbitration shall be Bangalore, India and the arbitration proceedings shall be conducted in English.

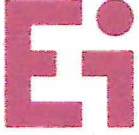
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For, Educational Initiatives Private Limited

Name: Amethesh L G P

Name: Subhash Bansiwala  
Title: CHRO



Date: 26<sup>th</sup> December 2023

To,  
J Saakira  
1/23-12-9, West 2nd Street  
Al Ameen Nagar, Madurai

Sub: Internship Letter

Dear J Saakira,

We are happy to extend a service contract with Educational Initiatives India Private Limited (“Educational Initiatives” or “the Company”), effective from 8th January 2024 to 5<sup>th</sup> July 2024 to J Saakira (“the Consultant” or “you”) together both are known as parties. We congratulate you and look forward to a mutually enriching relationship Educational Initiatives (EI).

Your base location will be **Bangalore**

Kindly note that this contract may not be construed as an employment of any nature.

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**Responsibilities:**

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Educational Initiatives Private Limited

Bangalore  
4<sup>th</sup> Floor, The S.UBC-Kale Tower Center  
100 Ft, Naza Palace, Kempe Gowda 1<sup>st</sup> Rd,  
near to Nagavara, Bengaluru, Karnataka 560045

Ahmedabad:  
The First Building, Corporate House A2,  
1<sup>st</sup> floor, Nvay Marg, Vestrapur,  
Ahmedabad, Gujarat 380015

[www.ei.study](http://www.ei.study)

CIN: U80211GJ2000PTC032592



## **EI Values:**

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- **Technology and Tools-** To achieve its goals, EI believes in using the latest technology and tools and expects its members to be conversant with them.
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- You shall ensure full professional discipline, in its right perspective and adhere to strict professional ethics without any compromises on any matter, howsoever trifle or insignificant it may appear to be.

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As a token of your acceptance of these terms, please sign the duplicate copy of this letter and return the same to us.

**ACCEPTED AND AGREED TO:**

**Educational Initiatives Private Limited**

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**Subhash Bansiwala**  
**Chief Human Resource Officer**

I acknowledge the receipt of the above letter in original. I have read and understood the terms of the contract and agree to abide by the rules of the company.

A handwritten signature in blue ink, appearing to read 'J Saakira'.

**J Saakira**



## Schedule I

### Intellectual Property Rights

In consideration of the Agreement (the "Agreement") entered into between Educational Initiatives Private Limited (the "Company") and the payments made to me there under, now and hereinafter, I hereby agree as follows:

1. **Assignment of Inventions:** I hereby assign to the Company all my right, title and interest in and to any and all inventions (and all proprietary rights with respect thereto) whether or not patentable or registrable under copyright or similar statutes, made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the currency of the Agreement while doing work for the Company or any project commissioned by the Company.
2. **Enforcement of Proprietary Rights:** I will assist the Company in every proper way to obtain and from time to time enforce Indian and foreign proprietary rights relating to the inventions covered by Paragraph 1 in any and all countries. To that end I will execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as the Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such proprietary rights and the assignment thereof. In addition, I will execute, verify and deliver assignments of such proprietary rights to the Company or its designee. My obligation to assist the Company with respect to proprietary rights relating to such inventions in any and all countries shall continue beyond the termination of the Agreement.

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4. **Prior Inventions:** Inventions, if any, patented or unpatented, which I made prior to the commencement of the Agreement and which are disclosed to the Company, as provided in the list attached hereto, prior to signing the Agreement are excluded from the scope of this undertaking.
5. **Successors and Assigns:** This undertaking will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors and its administrators and other legal representatives and will continue in full force and effect. Neither this undertaking nor any of the rights, interests or obligations hereunder may be assigned by me to any third party.
6. **Survival:** The provisions of this undertaking shall survive the termination of the Agreement and the assignment of this undertaking by the Company to any successor in interest or other assignee.
7. **RELATIONSHIP of the Parties.** The relationship between the parties established by this Agreement is that of independent contractors. The parties shall each conduct its respective business at its own initiative, responsibility, and expense, and neither Party shall have any authority to incur any obligations on behalf of the other.
8. **Waiver:** No waiver by the Company of any breach of this undertaking shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this undertaking shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this undertaking.



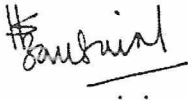
This undertaking shall be effective as of the first day of the Agreement.

I UNDERSTAND THAT THIS UNDERTAKING AFFECTS MY RIGHTS TO INVENTIONS I MAKE DURING THE AGREEMENT, AND RESTRICTS MY RIGHT TO DISCLOSE OR USE THE COMPANY'S PROPRIETARY INFORMATION DURING OR SUBSEQUENT TO THE AGREEMENT.

I HAVE READ THIS UNDERTAKING CAREFULLY AND UNDERSTAND ITS TERMS.

Date: 28/12/2023  
Signature:   
J Saakira

ACCEPTED AND AGREED TO:  
Educational Initiatives Private Limited



Subhash Bansiwala  
Chief Human Resource Officer



## Schedule II

### NON-DISCLOSURE & NON-COMPETE AGREEMENT

This Non-Disclosure and Non-Compete Agreement (“Agreement”) is made and entered into on this day (dated **8th January 2024**) by and between: J Saakira (“Consultant”) residing at Madurai 1/23-12-9, West 2nd Street

Al Ameen Nagar, Madurai (herein after referred to as ‘the Consultant’, which expression, unless it be repugnant to the context or meaning thereof, be deemed to include his heirs, executors, administrators and permitted assigns);

AND

1. Educational Initiatives Private Limited, a company incorporated under the provisions of the Companies Act, 1956 and having its registered office at The First Building, Corporate House A2, 1st floor, Nyay Marg, Vastrapur, Ahmedabad, Gujarat-380015 (hereinafter referred to as ‘the Company”, which expression shall unless repugnant to the context or meaning thereof, be deemed to include its successors in interest and permitted assigns).

WHEREAS:

1. The Consultant has executed an Agreement dated **8th January 2024** with the Company.
2. The Consultant and the Company are executing this Agreement to reduce the terms and conditions in respect of the use of the Confidential Information (as defined hereinafter) disclosed by the Company to the Consultant during the course of his/her engagement with the Company and to record the terms of the non-compete provision as agreed between the Consultant and the Company.

IT IS AGREED:

1. In this Agreement "Confidential Information" means the contents of this Agreement, any discussion regarding the nature and performance of the services rendered and/or to be rendered by the Consultant and all other information including trade secrets, inventions, mask works, concepts, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, discoveries, developments, designs, techniques and information regarding plans for research, development, new products, strategic plans, marketing and selling, business plans, budget, licenses, price and costs, prospective or current suppliers and customers, financial, business, economic, technical, operational, commercial, employment, management, planning and other information, data, material and expertise of whatever kind whether oral, in writing or in any other form relating to the Company which is either directly or indirectly disclosed to or acquired by the Consultant from the Company or its authorized representatives whether on, before or after the date of countersigning this Agreement.
2. The Consultant recognizes and acknowledges the competitive value and confidential nature of the Confidential Information and the damage that could result to the Company if the information contained therein is disclosed to any third party. The Consultant also recognizes and acknowledges that the Confidential Information is and/or will be provided to him/her in reliance upon him/her accepting the terms of this Agreement.



3. In consideration of Confidential Information being made available, the Consultant hereby undertakes and covenants that the Consultant will not, without the prior written consent of the Company, disclose, divulge, furnish, publish or use; directly or indirectly; whether or not for monetary gain, any Confidential Information to any third party nor use any Confidential Information for any purpose other than in connection with the performance of his/her services for the Company.
4. The restrictions on use and disclosure of the Confidential Information set out in paragraph 3 above shall apply whether or not the Consultant is retained by Company and/or return or destruction of the Confidential Information. However, these restrictions shall not apply to any Confidential Information which:
  - a. at the date of its disclosure is public knowledge or which subsequently becomes public knowledge other than by any breach of this Agreement or by any act or failure to act on the part of the Consultant;
  - b. is already known to the Consultant (as evidenced by its written records) at the date of countersignature of this Agreement and was not acquired directly or indirectly from the Company;
  - c. is required to be disclosed by applicable law or order of a court of competent jurisdiction, government department, agency or supervisory or regulatory authority to whose jurisdiction the Consultant is subject, provided that prior to such disclosure the Consultant shall consult the Company as to the proposed form, nature and purpose of the disclosure.
5. The Consultant further undertakes:
  - a. to give notice to the Company of any unauthorized use or disclosure of the Confidential Information;
  - b. not to make, permit or solicit any announcement, communication or disclosure concerning the Company, or the services rendered by the Consultant, without the prior written consent of the Company;
  - c. not to copy or reproduce, in whole or in part, the Confidential Information without the prior written consent of the Company;
  - d. forthwith upon request to return within 7 days, all the Confidential Information (including all copies thereof) and destroy all analyses, memoranda or notes derived therefrom including any other written material relating to, derived from or reflecting the Confidential Information and expunge all Confidential Information from any computer, word processor or other device into which it was copied or programmed, without retaining any copies thereof and upon request of the Company, certify in writing that the Consultant has complied with the obligations set forth in this paragraph;
  - e. to certify in writing, on written demand, that the Consultant has complied with all its obligations under this Agreement; and
  - f. not to discuss, initiate or enter into any negotiations, agreement or arrangement in connection with the subject matter of this Agreement, whether oral, in writing or any other form with any person other than the Company.
6. The Consultant acknowledges and confirms that notwithstanding the disclosure of any Confidential Information to the Consultant, the Company shall retain the title and all intellectual property and proprietary rights in the Confidential Information and the Confidential Information shall remain the property of the Company and no right or another license to the Confidential Information is granted or created hereby in favor of the Consultant.





7. The Consultant further acknowledges and confirms that the obligations contained in this Agreement are in addition to any other obligations which the Consultant may have under any statute or otherwise. The Consultant agrees and acknowledges that monetary damages would not be an adequate remedy for breach of the provisions contained herein and that the Company shall be entitled to equitable relief, including injunctive relief, specific performance and other equitable relief's, in the event of any threatened or actual breach of the provisions hereof and that no proof of special damages shall be necessary for the enforcement of this Agreement. The company will be entitled to initiate proceedings and/or claim damages under section 72 for breach of confidentiality and privacy and under such other applicable provisions of the Information Technology Act, 2000 or any other statute, act applicable in future. Such remedies shall not be deemed to be exclusive remedies for a breach of this Agreement by the Consultant, but shall be in addition to and without prejudice to all other remedies available at law or equity.
8. The Consultant agrees that during the course of his/her engagement with the Company and for a period of 1 (one) year from the date of resignation or termination of his/her contractual engagement, without the consent of the Company:
  - a. he/she will not, directly or indirectly, offer employment to or hire, solicit, induce, recruit, approach, entertain or accept an application for employment or encourage any of the Company's Consultants to leave their employment with the Company;
  - b. he/she will not directly or indirectly approach, solicit, contact, call upon, communicate with or attempt to communicate with any customer of Company or otherwise interfere with the business relationship of the Company with any person who is or was, during the term of the Consultant's engagement, a customer of the Company and/or had material business with the Company; and
  - c. he/she will not, directly or indirectly, as an agent, consultant, owner, partner, director, Consultant, officer or participant, engage in or assist any other person or entity to engage in any business that competes with the business of the Company.
9. If any term or provisions of this Agreement shall be held to be invalid, illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part thereof shall, to that extent be deemed to be deleted from this Agreement and this Agreement shall be valid and binding as to all the remaining provisions. The parties, however, agree to negotiate in good faith to replace such an invalid provision by a valid provision, the effect of which comes as close as legally possible to that of the invalid provision.
10. No failure or delay by the Company in exercising any right, power or privilege under this Agreement shall operate as a waiver thereof, and no modification hereof shall be effective, unless in writing and signed by the Company or other authorized person on its behalf.
11. This Agreement shall be governed by and shall be construed in accordance with Indian laws. Subject to Clause 12, the courts of Karnataka shall have exclusive jurisdiction to settle any dispute that may arise in relation to the interpretation and performance of this Agreement.
12. The Consultant and the Company agree to negotiate in good faith to resolve any dispute between them regarding this Agreement. Either of them may invoke arbitration proceedings for the resolution of the disputes and differences which shall be finally settled under the Arbitration and Conciliation Act, 1996. The arbitration panel shall consist of 3 (three) arbitrators, 1 (one) to be appointed by the Consultant and the other by the Company. The third arbitrator shall be appointed by the 2 (two) arbitrators appointed by the parties as stated



in the foregoing sentence. The place of arbitration shall be Bangalore, India and the arbitration proceedings shall be conducted in English.

13. The Consultant hereby agrees to indemnify, defend and hold harmless the Company from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of the Consultant's obligations contained herein.
14. The Consultant understands that the Confidential Information does not purport to be all inclusive and that no representation or warranty (express or implied) is made on the accuracy, reliability or completeness of any of the Confidential Information or with respect to the infringement of trademarks, patents, copyrights or any third-party rights.
15. This Agreement shall be executed in two counterparts, both of which shall be deemed to be the original, but both together shall constitute one and the same instrument.

This Agreement shall be effective as of the date it is executed both the parties hereto IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

For, Educational Initiatives Private Limited

Name: J Saakira

Name: Subhash Bansiwala  
Title: CHRO

## Internship Offer Letter

**Nandhakumaran H,  
85/2, Bypass road main, Nataraj Theater near.  
Palanganatham, Madurai – 625003.**

**28-Nov-2023**

Dear **Nandhakumaran,**

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantzian Family.

**Position:** The position we are offering is that of an **Intern -Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/-** each

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

During your internship, you will have an access to Relevantz and Its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.

Please sign and return this letter by **01-Dec-2023** to confirm your acceptance of the internship position.

Thank you for considering this opportunity. hope that this internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantian Family!

Yours truly,  
For **Relevantz Technology Services India Private Limited**



**Allwyn Herbert Raja. A**  
**Senior Vice President**

I, **Nandhakumaran H**, accept the terms of this Internship Offer Letter.

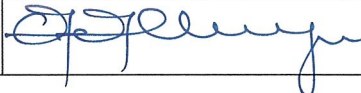
**Signature:**

**Date:**

**Place:**

## Commitment Sheet

<b>Candidate Name</b>	<b>Nandhakumaran H</b>
<b>Commitments as follows:</b>	
<b>Tenure Allowance</b>	<p><b>General Instructions:</b></p> <ol style="list-style-type: none"> <li>After Completion of your internship, the job offer will be released based on your performance with the offer of 3 Lakhs and 75 Thousand (3.75 L all inclusive)</li> <li>The Job offer would be 3 L PA as a base salary, 25000 rupees will be a joining bonus after conversion to full time employee with Relevantz and 50000 rupees will be paid as a retention bonus after completion of 2 years and 7 Months service agreement including internship.</li> <li>You will be eligible for the hike after completing one year as a full-time employment</li> <li>On the day of joining, you would need to submit the originals of below mentioned documents:             <ol style="list-style-type: none"> <li>10<sup>th</sup> Marksheet</li> <li>HSC Marksheet</li> <li>UG/PG Marksheets</li> <li>Provisional/Degree Certificate</li> </ol> </li> <li>Onboarding and Internship training will be happening in Kamaraj College campus, Virudhunagar.</li> <li>The working days during the training period will be Monday to Saturday.</li> <li>Your training period will be seven months, and upon evaluating your training performance, we will confirm your employment with Relevantz Technology.</li> <li>Training hours will be 8 business hours per day (9AM to 6 PM, Including breaks).</li> <li>If you require accommodation during your training period, Kamaraj institute offers hostel facilities with food. The cost for this accommodation is Rs. 6000, which must be paid to the institute on monthly basis.</li> <li>Inclusive of your internship the agreement period would be 2 year &amp; 7 Months, the certificates will be returned back Upon Completion of 2 years of service agreement after Internship.</li> <li>In case of relieving in between the service agreement period, you may need to pay the agreement breakage charges as per the service agreement.</li> </ol>

Candidate signature		Date	28-Nov-2023
TAT representative signature		Date	28-Nov-2023
Approver signature		Date	28-Nov-2023

**Note:**

Date format shall be in dd-mmm-yyyy

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### Relevantz Technology Services India Private Limited

(Formerly ObjectFrontier India Private Limited)

Regd. Office: Chennai One - IT SEZ, Module-4, 3<sup>rd</sup> Floor, South Block, Phase 2,  
Pallavaram - Thoraipakkam 200 Feet Road, Thoraipakkam, Chennai - 600 097, India.

www.relevantz.com

## Internship Offer Letter

**Amirtha Varshini M P,  
7-2/18-2, Telephone colony,  
Bharathinagar 1<sup>st</sup> street, Madurai – 625014.**

**28-Nov-2023**

Dear **Amirtha Varshini**,

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantian Family.

**Position:** The position we are offering is that of an **Intern -Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/-** each

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

During your internship, you will have an access to Relevantz and Its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.

Please sign and return this letter by **06-Dec-2023** to confirm your acceptance of the internship position.

Thank you for considering this opportunity. hope that this internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantian Family!

Yours truly,

For **Relevantz Technology Services India Private Limited**

**Allwyn Herbert Raja. A**  
**Senior Vice President**

---

I, **Amirtha Varshini M P**, accept the terms of this Internship Offer Letter.

**Signature:**

**Date:**

**Place:**

**Commitment Sheet**

<b>Candidate Name</b>	<b>Amirtha Varshini M P</b>
<b>Commitments as follows:</b>	
<b>Tenure Allowance</b>	<b>General Instructions:</b> <ol style="list-style-type: none"> <li>i. After Completion of your internship, the job offer will be released based on your performance with the offer of 3 Lakhs and 75 Thousand (3.75 L all inclusive)</li> <li>ii. The Job offer would be 3 L PA as a base salary, 25000 rupees will be a joining bonus after conversion to full time employee with Relevantz and 50000 rupees will be paid as a retention bonus after completion of 2 years and 7 Months service agreement including internship.</li> <li>iii. You will be eligible for the hike after completing one year as a full-time employment</li> <li>iv. On the day of joining, you would need to submit the originals of below mentioned documents: <ol style="list-style-type: none"> <li>a. 10<sup>th</sup> Marksheet</li> <li>b. HSC Marksheet</li> <li>c. UG/PG Marksheets</li> <li>d. Provisional/Degree Certificate</li> </ol> </li> <li>v. Onboarding and Internship training will be happening in Kamaraj College campus, Virudhunagar.</li> <li>vi. The working days during the training period will be Monday to Saturday.</li> <li>vii. Your training period will be seven months, and upon evaluating your training performance, we will confirm your employment with Relevantz Technology.</li> <li>viii. Training hours will be 8 business hours per day (9AM to 6 PM, Including breaks).</li> <li>ix. If you require accommodation during your training period, Kamaraj institute offers hostel facilities with food. The cost for this accommodation is Rs. 6000, which must be paid to the institute on monthly basis.</li> <li>x. Inclusive of your internship the agreement period would be 2 year &amp; 7 Months, the certificates will be returned back Upon Completion of 2 years of service agreement after Internship.</li> <li>xi. In case of relieving in between the service agreement period, you may need to pay the agreement breakage charges as per the service agreement.</li> </ol>

Candidate signature		Date	28-Nov-2023
TAT representative signature		Date	28-Nov-2023
Approver signature		Date	28-Nov-2023

**Note:**

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 Pallavaram - Thoraipakkam 200 Feet Road, Thoraipakkam, Chennai - 600 097, India.

www.relevantz.com



## Internship Offer Letter

**Keerthana P,  
A12/3 Meenakshi Apartment,  
80 Feet Road, Anna Nagar  
Madurai - 625020**

**28-Nov-2023**

Dear **Keerthana**,

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantian Family.

**Position:** The position we are offering is that of an **Intern -Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/-** each

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

During your internship, you will have an access to Relevantz and Its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.

Please sign and return this letter by **01-Dec-2023** to confirm your acceptance of the internship position.

Thank you for considering this opportunity. hope that this internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantian Family!

Yours truly,  
For **Relevantz Technology Services India Private Limited**



**Allwyn Herbert Raja. A**  
Senior Vice President

I, **Keerthana P**, accept the terms of this Internship Offer Letter.


**Signature:**

**Date:**

**Place:**

## Commitment Sheet

<b>Candidate Name</b>	<b>Keerthana P</b>
<b>Commitments as follows:</b>	
<b>Tenure Allowance</b>	<p><b>General Instructions:</b></p> <ol style="list-style-type: none"> <li>After Completion of your internship, the job offer will be released based on your performance with the offer of 3 Lakhs and 75 Thousand (3.75 L all inclusive)</li> <li>The Job offer would be 3 L PA as a base salary, 25000 rupees will be a joining bonus after conversion to full time employee with Relevantz and 50000 rupees will be paid as a retention bonus after completion of 2 years and 7 Months service agreement including internship.</li> <li>You will be eligible for the hike after completing one year as a full-time employment</li> <li>On the day of joining, you would need to submit the originals of below mentioned documents: <ol style="list-style-type: none"> <li>10<sup>th</sup> Marksheet</li> <li>HSC Marksheet</li> <li>UG/PG Marksheets</li> <li>Provisional/Degree Certificate</li> </ol> </li> <li>Onboarding and Internship training will be happening in Kamaraj College campus, Virudhunagar.</li> <li>The working days during the training period will be Monday to Saturday.</li> <li>Your training period will be seven months, and upon evaluating your training performance, we will confirm your employment with Relevantz Technology.</li> <li>Training hours will be 8 business hours per day (9AM to 6 PM, Including breaks).</li> <li>If you require accommodation during your training period, Kamaraj institute offers hostel facilities with food. The cost for this accommodation is Rs. 6000, which must be paid to the institute on monthly basis.</li> <li>Inclusive of your internship the agreement period would be 2 year &amp; 7 Months, the certificates will be returned back Upon Completion of 2 years of service agreement after Internship.</li> <li>In case of relieving in between the service agreement period, you may need to pay the agreement breakage charges as per the service agreement.</li> </ol>

Candidate signature		Date	28-Nov-2023
TAT representative signature		Date	28-Nov-2023
Approver signature		Date	28-Nov-2023

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Pallavaram - Thoraipakkam 200 Feet Road, Thoraipakkam, Chennai - 600 097, India.

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## Internship Offer Letter

**Monisha Shree M,**  
326/4, VOC Nagar, Yadava Mens College (Opp.),  
Thiruppalai, Madurai – 625014.

28-Nov-2023

Dear **Monisha Shree,**

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantzian Family.

**Position:** The position we are offering is that of an **Intern -Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/-** each

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For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.

Please sign and return this letter by **06-Dec-2023** to confirm your acceptance of the internship position.

Thank you for considering this opportunity. hope that this internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantian Family!

Yours truly,  
For **Relevantz Technology Services India Private Limited**



**Allwyn Herbert Raja. A**  
**Senior Vice President**

---

I, **Monisha Shree M**, accept the terms of this Internship Offer Letter.


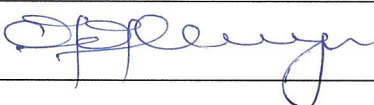
Signature: 

Date: 09/12/2023

Place: Madurai

Commitment Sheet

Candidate Name	Monisha Shree M
Commitments as follows:	
Tenure Allowance	<b>General Instructions:</b> <ol style="list-style-type: none"> <li>i. After Completion of your internship, the job offer will be released based on your performance with the offer of 3 Lakhs and 75 Thousand (3.75 L all inclusive)</li> <li>ii. The Job offer would be 3 L PA as a base salary, 25000 rupees will be a joining bonus after conversion to full time employee with Relevantz and 50000 rupees will be paid as a retention bonus after completion of 2 years and 7 Months service agreement including internship.</li> <li>iii. You will be eligible for the hike after completing one year as a full-time employment</li> <li>iv. On the day of joining, you would need to submit the originals of below mentioned documents:           <ol style="list-style-type: none"> <li>a. 10<sup>th</sup> Marksheet</li> <li>b. HSC Marksheet</li> <li>c. UG/PG Marksheets</li> <li>d. Provisional/Degree Certificate</li> </ol> </li> <li>v. Onboarding and Internship training will be happening in Kamaraj College campus, Virudhunagar.</li> <li>vi. The working days during the training period will be Monday to Saturday.</li> <li>vii. Your training period will be seven months, and upon evaluating your training performance, we will confirm your employment with Relevantz Technology.</li> <li>viii. Training hours will be 8 business hours per day (9AM to 6 PM, Including breaks).</li> <li>ix. If you require accommodation during your training period, Kamaraj institute offers hostel facilities with food. The cost for this accommodation is Rs. 6000, which must be paid to the institute on monthly basis.</li> <li>x. Inclusive of your internship the agreement period would be 2 year &amp; 7 Months, the certificates will be returned back Upon Completion of 2 years of service agreement after Internship.</li> <li>xi. In case of relieving in between the service agreement period, you may need to pay the agreement breakage charges as per the service agreement.</li> </ol>

Candidate signature		Date	28-Nov-2023
TAT representative signature		Date	28-Nov-2023
Approver signature		Date	28-Nov-2023

Note:

Date format shall be in dd-mmm-yyyy

Private & Confidential		
Controlled copy	© Relevantz Technology Services Pvt Ltd	Do not duplicate

**Relevantz Technology Services India Private Limited**

(Formerly ObjectFrontier India Private Limited)

 Regd. Office: Chennai One - IT SEZ, Module-4, 3<sup>rd</sup> Floor, South Block, Phase 2,  
 Pallavaram - Thoraipakkam 200 Feet Road, Thoraipakkam, Chennai - 600 097, India.

www.relevantz.com



Thangam Mari &lt;thangamari.klnce@gmail.com&gt;

**Fwd: Message from Honeywell || Important \*\*Honeywell Internship Start Date Details and Location information\*\* || KLNCE**

1 message

**Sneha Patil** <snehapatilsp251@gmail.com>  
To: thangamari.klnce@gmail.com

Thu, Jan 4, 2024 at 11:39 AM

On Fri, Dec 8, 2023, 3:48 PM Raza, Oshima (CSW) &lt;Oshima.Raza@honeywell.com&gt; wrote:

Dear Intern,

**“Greetings from Honeywell”****We at Honeywell are really excited and looking forward to having you join upcoming 6-month internship.**This email note is only a notification about your **internship start date** and **location** for your necessary arrangements.

On your first day, essential assets will be provided. For onboarding queries, contact your designated onboarding Focal as mentioned below.

Below are your joining details:-

Intern Name	Internship Start Date	Internship Location	College Name	Onboarding Focal
Pranav Devesh	<b>22-Jan-24</b>	Madurai	KLNCE	Sonal Sharma
Sneha Prakash Patil	<b>22-Jan-24</b>	Madurai	KLNCE	Sonal Sharma

CC :- College authorities

**Note:-**

- **As instructed earlier Honeywell will not encourage location and DOJ changes, please stick to the agenda.**
- Kindly complete all onboarding tasks promptly. Your joining is contingent upon successful BGV and DT reports.

Thanks &amp; Regards

**Oshima Raza**

7897641988

1/4/24, 11:47 AM

Gmail - Fwd: Message from Honeywell || Important \*\*Honeywell Internship Start Date Details and Location information\*\* || KLNCE

**Honeywell University Relations Team**





Pranav Devesh <pranav.devesh12@gmail.com>

## Message from Honeywell || Important **\*\*Honeywell Internship Start Date Details and Location information\*\*** || KLNCE

2 messages

**Raza, Oshima (CSW)** <Oshima.Raza@honeywell.com>

Fri, 8 Dec 2023 at 3:48 PM

To: pranav.devesh12@gmail.com <pranav.devesh12@gmail.com>, snehapatilsp251@gmail.com <snehapatilsp251@gmail.com>

Cc: G, Deepthi (CSW) <Deepthi.G@honeywell.com>, placement <placement@klnce.edu>

Dear Intern,

### **"Greetings from Honeywell"**

**We at Honeywell are really excited and looking forward to having you join upcoming 6-month internship.**

This email note is only a notification about your **internship start date** and **location** for your necessary arrangements.

On your first day, essential assets will be provided. For onboarding queries, contact your designated onboarding Focal as mentioned below.

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CC :- College authorities

#### **Note:-**

- **As instructed earlier Honeywell will not encourage location and DOJ changes, please stick to the agenda.**
- Kindly complete all onboarding tasks promptly. Your joining is contingent upon successful BGV and DT reports.

Thanks & Regards

Oshima Raza

25<sup>th</sup> January 2024

**Mr. Gokulakrishnan K**  
**Reg. No. 910620104023**  
**KLN College of Engineering**  
**Madurai.**

**Dear Gokulakrishnan,**

On behalf of **Shiash Info Solutions Private Limited**. We would like to inform you that you have been accepted as one of our interns. We are pleased to inform you that you have been qualified as per the company requirements for the internship.

Your internship will begin effectively from **February 2024 to April 2024**. You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed.

For **Shiash Info Solutions Private Limited**



**Ashwini Kanniyappan**  
**Manager – Human Resources**

**Shiash Info Solutions Private Limited**

**#51, Level 3, Tower C, Rattha TEK Meadows, Old Mahabalipuram Road,  
Sholinganallur, Chennai – 600 119, Tamil Nadu, India**

**+91 8015807428 info@shiash.com**

## Offer Letter

Dear Mr/Ms. **Nasreen M.**

We would like to congratulate you on being selected for WBL Internship Program as an intern to work and assist in the technical activities of ERNET India, Chennai,

We are pleased to offer you an internship for a period of 6 months from the date of joining.

In this regard you are requested to join the internship program within 01 week of issuance of this offer letter along with required documents. (Copy of category certificate, qualification certificate, Student ID, Aadhar Card etc.)

During the internship you will be required to discharge the responsibilities allocated by the ERNET India, Chennai in furtherance of your role. ERNET India, Chennai may also assign additional responsibilities as needed to promote effective learning. The offer is subject to the acceptance of the following terms:

### **Deliverables:**

In the course of the internship, you will be required to meet technical requirements as directed by the reporting officer.

### **Stipend and Allowances:**

You will be paid a stipend of Rs. 10,000/- on a monthly basis, subjected to fulfillment of defined criteria including attendance, etc.

### **Workplace Conduct:**

You will be required to adhere to professional standards of workplace conduct.

### **Confidentiality and Deliverable Ownership:**

During the course of the internship, you may be given access to sensitive and privileged information in furtherance of the work. You will be required to maintain confidentiality of such information failing which the internship would stand terminated and you may be liable to legal action.

The final ownership & responsibility of the reports, designs, tools and other intellectual property generated during the course of the internship will lie with the ERNET India, Chennai.

### **Disputes:**

During the course of the internship, any dispute arising between you and ERNET India, Chennai, the decision of the ERNET India will be treated as final.

If you agree to the above terms of the offer, please indicate acceptance of the offer letter and below undertaking to the undersigned.

Sincerely,

Niraj Kumar  
2024.03.04 15:47:11  
+05'30'

(Lt. Col. Niraj kumar)

Registrar & Director - P&A

Date: 04.03.2024



## Undertaking

I, \_\_\_\_\_ R/O \_\_\_\_\_ who is undergoing an internship at ERNET India, Chennai, do hereby undertake on this the -03-2024, the following:

1. I will be present at the premises of the ERNET India, Chennai or any other venue, as notified by the reporting officer/authorized officer of ERNET India, Chennai to undertake tasks assigned to me for the duration of the internship. I will communicate to the reporting officer/authorized officer should there be any reason or inability to be present.
2. I will communicate regularly with the said reporting officer/authorized officer on the progress of the tasks undertaken and furnish the monthly progress report to be evaluated by the said reporting officer/authorized officer.
3. I understand that any work products/IPR produced during the internship is a property of and the terms of its use shall be decided at the discretion of the ERNET India, Chennai.
4. I declare that, I will neither join in any coercive agitation/strike for the purpose of forcing the concerned authorities to solve any problem, but amicably resolve the same through the nodal officer or appropriate grievance redressal mechanisms.
5. I will adhere to workplace norms and abide by ethical standards followed ERNET India, Chennai. In the instance of a professional misdemeanour or misconduct I understand that the concerned authorities shall terminate my internship and may take appropriate legal recourse as provided under the law of land.
6. I declare that, I shall be solely responsible for any act/actions of disrepute and shall be liable for punishment as per the law of the land. I further understand that the ERNET India, Chennai or concerned authorities shall in no way provide any legal support to me and will not be held responsible.
7. I declare that I have not been convicted or found guilty of any criminal offence or associated with or accomplice to an ongoing criminal investigation.
8. During the course of the internship, you may be given access to sensitive and privileged information in furtherance of the work. You will be required to maintain confidentiality of such information failing which the internship would stand terminated and you may be liable to legal action.
9. I declare that I am not suffering from any serious/ contagious ailment and/or psychiatric/ psychological disorder which may hinder my performance as intern.
10. I further declare that, my internship shall be terminated forthwith at any stage, if I am found to be ineligible and/or the information provided by me are found to be incorrect or on grounds of misconduct etc. as came to the notice of the ERNET India, Chennai
11. I hereby undertake to inform the ERNET India, C and concerned authorities, about my changes in information submitted by me, in the application and any other documents, including changes contact details/addresses/phone nos. etc., from time to time.

Date :

Internship ID:

Name of Student:



**CORIZO**

Empowering Tomorrow's Leaders

## Internship Offer Letter

4<sup>th</sup> March 2024

Dear **V.S. DHANUSKKUMAR**

With reference to your application, we are pleased to offer you an internship with **Corizo Edutech**.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

**1. Period of Service: Two (2) Months** of your employment will be probationary.

You shall, for the purpose of your employment with us, sign this offer letter for submission and approval of the management.

**2. Designation:** You shall be employed as **Data Science** Intern

**Internship Start Date: 05/03/2024**

**Internship End Date: 05/05/2024**

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your mentor from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses.

By accepting this offer letter of Employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company.

By accepting this offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR or support only.**



# CORIZO

Empowering Tomorrow's Leaders

**Working Hours:** Flexible

**Job Type:** Internship

**Reporting Location:** Remote

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Corizo Edutech.

NAME: V.S.DHANUSKKUMAR    DATE: 05/03/2024

V.S.Dhanuskkumar

(Candidate's Signature)

With Regards,

**VP - Human Resources,**

**Corizo Edutech**

**LETTER OF INTERNSHIP**

Date 8<sup>th</sup> Mar 2024

**Name:** P.S.Vigneshwaran

**Address:** 77/1 Parasakthi Nagar, Main Road,  
Avaniyapuram, Madurai-625012.

**Dear** P.S.Vigneshwaran,

**Subject:** Appointment as Software Intern

We refer to your recent interview for the above position and are pleased to advise that we are offering you the position of intern in our Company effective from **13<sup>th</sup> March 2024** under the following terms and conditions:

**1. Stipend**

Your Stipend will be ₹10,000/- per month.

**2. Working hours**

Your working hours will be as follows:

Mon - Fri: 10 am to 6 pm

Lunch Break: 30 Minutes

At times, you may be required to work irregular hours, including Saturday and Sunday.

Appropriate time off will be considered for work performed outside normal operational hours.

## Offer Letter

Dear Mr/Ms. **Nithiya Sri A.**

We would like to congratulate you on being selected for WBL Internship Program as an intern to work and assist in the technical activities of ERNET India, Chennai,

We are pleased to offer you an internship for a period of 6 months from the date of joining.

In this regard you are requested to join the internship program within 01 week of issuance of this offer letter along with required documents. (Copy of category certificate, qualification certificate, Student ID, Aadhar Card etc.)

During the internship you will be required to discharge the responsibilities allocated by the ERNET India, Chennai in furtherance of your role. ERNET India, Chennai may also assign additional responsibilities as needed to promote effective learning. The offer is subject to the acceptance of the following terms:

### **Deliverables:**

In the course of the internship, you will be required to meet technical requirements as directed by the reporting officer.

### **Stipend and Allowances:**

You will be paid a stipend of Rs. 10,000/- on a monthly basis, subjected to fulfillment of defined criteria including attendance, etc.

### **Workplace Conduct:**

You will be required to adhere to professional standards of workplace conduct.

### **Confidentiality and Deliverable Ownership:**

During the course of the internship, you may be given access to sensitive and privileged information in furtherance of the work. You will be required to maintain confidentiality of such information failing which the internship would stand terminated and you may be liable to legal action.

The final ownership & responsibility of the reports, designs, tools and other intellectual property generated during the course of the internship will lie with the ERNET India, Chennai.

### **Disputes:**

During the course of the internship, any dispute arising between you and ERNET India, Chennai, the decision of the ERNET India will be treated as final.

If you agree to the above terms of the offer, please indicate acceptance of the offer letter and below undertaking to the undersigned.

Sincerely,

Niraj Kumar  
2024.03.04 15:47:56  
+05'30'

(Lt. Col. Niraj kumar)

Registrar & Director - P&A

Date: 04.03.2024





## Undertaking

I, \_\_\_\_\_ R/O \_\_\_\_\_ who is undergoing an internship at ERNET India, Chennai, do hereby undertake on this the -03-2024, the following:

1. I will be present at the premises of the ERNET India, Chennai or any other venue, as notified by the reporting officer/authorized officer of ERNET India, Chennai to undertake tasks assigned to me for the duration of the internship. I will communicate to the reporting officer/authorized officer should there be any reason or inability to be present.
2. I will communicate regularly with the said reporting officer/authorized officer on the progress of the tasks undertaken and furnish the monthly progress report to be evaluated by the said reporting officer/authorized officer.
3. I understand that any work products/IPR produced during the internship is a property of and the terms of its use shall be decided at the discretion of the ERNET India, Chennai.
4. I declare that, I will neither join in any coercive agitation/strike for the purpose of forcing the concerned authorities to solve any problem, but amicably resolve the same through the nodal officer or appropriate grievance redressal mechanisms.
5. I will adhere to workplace norms and abide by ethical standards followed ERNET India, Chennai. In the instance of a professional misdemeanour or misconduct I understand that the concerned authorities shall terminate my internship and may take appropriate legal recourse as provided under the law of land.
6. I declare that, I shall be solely responsible for any act/actions of disrepute and shall be liable for punishment as per the law of the land. I further understand that the ERNET India, Chennai or concerned authorities shall in no way provide any legal support to me and will not be held responsible.
7. I declare that I have not been convicted or found guilty of any criminal offence or associated with or accomplice to an ongoing criminal investigation.
8. During the course of the internship, you may be given access to sensitive and privileged information in furtherance of the work. You will be required to maintain confidentiality of such information failing which the internship would stand terminated and you may be liable to legal action.
9. I declare that I am not suffering from any serious/ contagious ailment and/or psychiatric/ psychological disorder which may hinder my performance as intern.
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11. I hereby undertake to inform the ERNET India, C and concerned authorities, about my changes in information submitted by me, in the application and any other documents, including changes contact details/addresses/phone nos. etc., from time to time.

Date :

Internship ID:

Name of Student:



**Naveen** <phnaveenkumar13@gmail.com>  
to me ▾

3:50 PM (4 minutes ago) ☆ 😊 ↶ ⋮

----- Forwarded message -----

From: **Raveendran Rajendran** <raveendran.rajendran@doyensys.com>  
Date: Thu, 21 Mar, 2024, 10:52 am  
Subject: Talent Rise - DBA - Internship - Naveen Kumar - Require Documents | Doyensys  
To: Naveen <phnaveenkumar13@gmail.com>

Dear Naveen Kumar,

Request you to kindly share the below mentioned documents (PDF format) before today EOD, without fail:

<b>Personal Documents</b>	Professional Passport Size Photograph (with White background)
	Aadhaar Card
	Pan Card
	Driving License
	Passport

Date:26-03-2024

To,  
Ms.Vidya B P  
Email Id: bpvidya04@gmail.com  
Mobile: 8778791332

**Sub:ApprenticeshipOfferLetter**

Dear **Ms.Vidya B P**

With the reference to the interview, you had with **Aptean**, we are pleased to offer you the position of “**Intern “under NationalApprenticeshipPromotionScheme**inAptean.

You are requested to join us on **01<sup>st</sup>Apr2024**.

Your apprenticeship will be at the client's offices at **Madurai**. During your internship, you will be trained on certain specialized projects relating to our client, **Aptean India Private Limited**.

The term of the apprenticeship period may be reduced or extended or otherwise modified at the sole discretion of the Company, without assigning any reason.

Upon successful completion of your apprenticeship, you shall be entitled to a certificate of apprenticeship from the Company. Additionally, we will also recommend your name to **Aptean** for their evaluation for a full-time employment, subject to the following conditions:

1. Successfully meeting the training criteria, goals, and indicators during your internship period.
2. Submission of all the relevant documents requested by the Company.
3. Successful completion of your Graduate/Master's degree, as appropriate.
4. Successfully clearing all background checks that may be conducted.

You agree and understand that your relationship with the Company or **Aptean** shall not be construed as an employer - employee relationship. You understand and acknowledge that nothing contained in this letter shall be construed as a confirmation or guarantee of employment with **Yashaswi** or **Aptean**.

You will be paid stipend

as per the discussions you had with **Aptean** at the time of interview. Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

We welcome you to **Yashaswi Family** and hope it would be the beginning of a long and mutually beneficial association.

Authorized signatory



Mr. Kannan - KCS

General Manager – CSR & Skills Development

Yashaswi Academy for Skills

**For Yashaswi Academy for**

**Skills Kannan KCS**

**General Manager CSR & Skills Development**





CIN No: U72200KA2011FTC060788

Date: March 11,2024

Pooja P,  
Chennai  
[poojapoovendran@gmail.com](mailto:poojapoovendran@gmail.com)

Subject: Offer of Internship

Dear Pooja,

We would like to offer you our heartfelt congratulations on your selection as an intern at the CABU Software Engg at MaxLinear Technologies Private Limited (the "**Company**"). You have met the exacting meritocracy standards of personal and professional achievement to which we expect our interns to stand at. First and foremost, we immensely value your qualities of proven technical competence, and passion for excellence. Your personal attributes are congruent with our cherished **EPIC** values – "**Excellence, People, Integrity, and Compassion**". Together, with our guidance as a world class integrated circuit company, you will be provided with opportunities to learn from the best in the industry.

In our workplace, we foster an environment of risk-taking and reward, along with a relentless focus on customer-driven products. By being true to this principle, we are determined to create a company with a business model and an organization that will set altogether new and lofty standards in work culture. In addition, the Company will constantly endeavor to uphold its commitment to making "**Every working day a lot of fun for all**". We thank you for your interest in our Company and look forward to unparalleled success together in the same adventure.

We are truly excited to extend you an offer of internship in the Company for a period of up to 6 (Six) months starting from 18-March-2024. You will be paid a stipend of INR 21,500 per month. (*Subject to applicable tax & statutory deduction, if any*)

Your project theme and project work will be allocated to you by your manager Mr. Senthil Kumar Balasubramanian, after you join the Company. You will also be informed of the applicable timelines for completion of the project report by your team leader. We would expect you to start your internship by 18-March-2024, beyond which this offer of internship would stand automatically withdrawn.



During your internship with us, you will experience a range of benefits that extend well beyond the immediate duration of your role. Firstly, this internship offers a unique opportunity for hands-on learning, allowing you to apply theoretical concepts from your academic background to real-world projects. This practical experience will undoubtedly enhance your skill set and industry knowledge. Moreover, working with professionals in our team will provide you with a valuable chance to build a professional network, connecting you with experienced individuals who can offer guidance and mentorship. Your time here will not only contribute to your personal and professional development but will also strengthen your resume, making you a more competitive candidate in your future endeavors. We believe that this internship will be a stepping stone toward a successful and fulfilling career. We look forward to supporting you on this journey and witnessing the growth and achievements that we are confident you will experience during your time with us.

**Terms and conditions of the Internship:**

- This is an onsite internship, and you are expected to work at our Company's Chennai office.
- If you discontinue the internship before the completion of 6 (Six) months, you are required to give a notice of 1 (one) month in writing.
- You will be required to report to your manager at the premises of our organization at 10.00 hours.
- Please note that this is a limited period internship offer only and should not be construed as an offer of permanent employment with the Company.
- You will be liable to adhere to the code of conduct of the Company. You will be apprised of the Company's code of conduct on the day of your orientation.
- As an intern with the Company, you may be exposed to confidential and proprietary information that is crucial to our business operations. By accepting this internship offer, you agree to maintain the strictest confidentiality regarding all information, data, processes, and materials that you may come across during the course of your internship. This includes, but is not limited to, trade secrets, business strategies, client information, financial data, software code, and any other proprietary information related to our Company.
- You hereby acknowledge that any unauthorized disclosure, use, or reproduction of such confidential information, whether intentional or unintentional, may cause irreparable harm to the Company. You agree to take all necessary precautions to prevent unauthorized disclosure or use of confidential information, both during and after the term of your internship.



Kindly sign this as a token of your acceptance of this Internship offer and return us the same.

We wish you all the best for the successful completion of your project.

Yours Truly,

**For MaxLinear Technologies Private Limited**

*Sridhar Ramamurthy*<sup>3/11/2024</sup>

---

Sridhar Ramamurthy  
Senior Director

I, Pooja, understand and accept the terms of Internship as set out above by MaxLinear Technologies Private Limited, Chennai.

Signature:

Printed Name:

Anticipated Start Date:

PAN Number:



CIN No: U72200KA2011FTC060788

## OUR MISSION

MaxLinear's mission is to revolutionize the personal experiences of individuals and the capabilities of businesses by facilitating knowledge-based decision-making through engineering solutions for communications. We are committed to improving the quality of life of individuals, maximizing profitability for our shareholders and employees, building mutually-beneficial relationships with our suppliers and providing substantial value advantages to our customers.

## OUR VALUES

- EXCELLENCE:** We strive for excellence in all we do through innovation and creativity, speed and precision, persistence and perseverance, patience and passion, open-mindedness and critical thought, vigilance and hard work.
- PEOPLE:** We consider people our most valued asset. It is our duty to ensure that each person achieves his or her full potential and that we continue to aggressively pursue new talent. We cultivate an environment that fosters respect, leadership and teamwork.
- INTEGRITY:** We conduct our business with the utmost integrity, honesty and ethical conduct to the benefit of all.
- COMPASSION:** We are mindful that our existence is validated by the needs of society. We will never forget to contribute to the community of which we are a part.

**MaxLinear Technologies Pvt Ltd.**

**Embassy Tech Village, 7<sup>th</sup> Floor, G&H Block, Marathahalli - Sarjapura Outer Ring Road,  
Devarabisanahalli, Bangalore - 560103 India. Phone No: 080 42405000 / Fax No: 080 42405100**

**Website: [www.maxlinear.com](http://www.maxlinear.com) / Mail ID: [rsridhar@maxlinear.com](mailto:rsridhar@maxlinear.com)**