

Raghu Ram Mullapudi  
D No-2-11, Near Ramalayam, Gowripatnam,  
Devarapalli Mandal, AP-534313  
9533909220

## INTERNSHIP AND EMPLOYMENT CONTRACT

Dear Raghu Ram,

Subsequent to the meetings between Yantranet Technologies Private Limited and you, we are pleased to make an offer of internship along with employment on the following terms and conditions:

### 1.Appointment

- 1.1 You shall be appointed to the position of Software Intern, until your graduation. Upon successful completion of your graduate course, you will be assuming the position of Software Engineer.
- 1.2 Your acceptance to the internship program is subject to a contract with the company agreeing to work for a stipulated period of 2 years as an Employee after the completion of the internship. The contract would be presented on a bond paper at the time of commencement of the Internship.
- 1.3 You will join the internship program as early as possible but not later than 18-Jan-2016.
- 1.4 You shall be based in Visakhapatnam but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.5 On the day of your joining you are required to submit the following:
  - (a). Relevant copies of Academic attainments and relevant work experience if any.
  - (b). Documentary evidence of Date of Birth
  - (c). No Objection letter from your College / University
  - (c). Three passport sized colored Photographs
- 1.6 Upon graduation, you are further required to submit the following:
  - (a). Certificate of Graduation
  - (b). Transcripts of marks obtained during your graduation
- 1.7 Your internship with the Company is subject to:
  - (a) You're undergoing a pre-internship medical examination and being declared fit; and,
  - (b) The accuracy of the testimonials and information provided by you, and,
  - (c) Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date; and,
  - (d) Your providing two satisfactory references.
- 1.8 You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor, either part-time or full-time.
- 1.9 During the internship, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. However you will be eligible to full employment benefits from the commencement of your employment, the details of which will be communicated to you well in advance.
- 1.10 You shall not disclose or divulge any confidential information related to the Company's business or its customers, including software and intellectual property developed while working with the Company which may come to your knowledge or possession during the tenure of your internship.

### 2.Remuneration

- 2.1 As an intern of the Company you will receive a monthly stipend of Rupees 12000. This will be disbursed to you in accordance with the prevailing standard compensation plans of the company, information on which will be provided to you upon joining the company. Your salary as an Employee will be decided based on your performance during the internship, ranging from 3-3.5 Lakhs per annum.
- 2.2 The payments described above will not be further grossed up for taxes and you will be responsible for the payment of taxes if applicable with respect to such payments, that are deducted at source as per the prevailing rules.

2.3 The stipend and the salary paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of overtime and other allowances.

### 3. Probation

3.1 You will serve a probationary period for the first six months of your internship. During the period of probation the contract may be terminated by either party by giving one month's notice in writing or payment of salary in lieu thereof. On satisfactory completion of your probation your services will be confirmed by the management in writing.

3.2 The Company reserves the right to extend the probationary period in the event that your performance is not up to expectation.

### 4. Code of Conduct

4.1 You shall, at all times, be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.

4.2 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests.

4.3 You shall keep strictly confidential details of your stipend and benefits within and outside the Company.

4.4 You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your internship, and which should not be disclosed or made public save in the course of the proper execution of your duties.

4.5 You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to keys, flash drives, hard disks, photographs or such other proprietary information relating to the Company's business.

4.6 You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline and service condition such as leave, medical, retirement, etc. as if these conduct rules, regulations, policies et al, were part of this contract of appointment.

### 5. Working Hours

5.1 Yantranet Technologies Private Limited practices a 40-hour work week for all employees. Actual work timings and shifts may vary from time to time based on business and customer service requirements. You will be advised by your supervisor or manager of the working hours, break period and weekly rest day(s) for your unit.

### 6. Termination of Internship

6.1 Either the Company or you may at any time terminate this agreement by giving in writing to the other party one month's notice during your probationary period or two months' notice after confirmation or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have been accrued to you during the period or remaining period of notice.

6.2 Company reserves the right not to relieve you of your services in the event that all Company documents / property in your custody have not been properly handed over by you to an authorized representative.

6.3 Absence for a continuous period of eight days without prior approval of your superior, (including overstay on leave / training), can lead to your services being terminated without notice or explanation. Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to the Company. A duplicate original is enclosed for your record. We welcome you and wish you every success in your career with Yantranet Technologies Private Limited.

Yours sincerely,

I accept the terms and conditions of this order

Signature: \_\_\_\_\_

Full name: \_\_\_\_\_

Date: \_\_\_\_\_