

Date : 03 / 02/ 2020

Ajith Joseph

Sub: Technical Training & Internship

On the basis of your application and interest, we are pleased to inform you that, you have been shortlisted for a 2 year training program on Technology Skill Up-gradation, Real life Working Experience and Industry exposure with Impelsys India Private Limited ("Impelsys") for the period between Aug 5th 2019 and July 31st 2021. Your Training Program with Impelsys shall be governed by the terms and conditions attached to this letter as Annexure A .

You are advised to read the enclosed documents carefully. Please sign every sheet of the document and return a copy to the HR Department as a token of your acceptance.

We welcome you to Impelsys and look forward to a mutually beneficial association.

For Impelsys India Private Limited

Kavitha Nandagopal

Head HR

ANNEXURE A

Terms and Conditions

Impelsys India Private Limited (“Impelsys”, “we”, “us”, or “Company”) are pleased to have you (“you” or “Trainee”) as an Trainee as per the following terms of Training (“Terms”) The Company and you shall individually be referred to as a “Party” and collectively as “Parties”.

1. TERM

- Your Training with Impelsys shall resume on February 26th 2020 and continue until July 31st
- 2021 (“Term”) and this agreement is valid till February 28th 2022 , till the probationary period of trainees, tenure of first six months after joining into job .
- We reserve the right to terminate this arrangement at any point of time and without notice to you if, at our sole discretion, you are in breach your obligations under these Terms or the Undertaking.

2. LOCATION

The Training is conducted in Mangalore Impelsys YIT office / online . You shall input such hours as may be required or desirable for the proper discharge of the training.

RESPONSIBILITIES

Impelsys:

- A) Basic to advance technology training of 600 Hrs, which have a high demand in IT Industry. Details of program shared in ANNEXURE B. Additional 200 hrs training on ML is limited for few candidates.
- B) Additional task mentoring support of 200 Hrs during 7th & 8th Semester based on need.
- C) Good performers in training and internship will get opportunity to appear in recruitment process.
- D) Recruiting process will be conducted in the month of Aug/Sep 2020 tentatively .
- E) Joining position will be as Software Engineer with best career path at Impelsys.
- F) Access to experiential lab for developing shadow project with the guidance of Senior Developers and Managers.
- G) All new joiners should actively work on projects from first day and not on the bench.
- H) One-month (4 weeks, 80 Hrs) Internship Technology Training with Certificates as per VTU guidelines .
- I) Product / Domain Training conducting by Senior Managers from Impelsys during the last stage of training or after boarding.
- J) Best performers or who will contribute in our production , will be awarded hourly basis as per industry standard.
- K) At the time of joining the company , group of senior developers and managers may provide product or domain training for couple of days/weeks and in future they will provide necessary support to work on live projects.
- L) CTC Range / Year : INR 200000 – 250000 (“Two Lakh” - “Two and Half Lakh” Rupees)
- M) CTC will be finalized on the HR round during the recruitment drive.
- N) Working location will be at **Mangalore / Bangalore** as per candidate's choice.

- O) All candidates will be preferred to work on coding in following technologies or new technologies by their interest, skill set and project/ client demand. Major technology stacks are given below:

Cross Platform Mobile App Development [Android & IOS] (XAMARIN)

- ◆ Full Stack JAVA Development (Angular/React Native & Spring Boot)
- ◆ LAMP Stack PHP Development (PHP, Zend / Symfony , Angular/React native)
- ◆ Manual & Automated Testing (Selenium / Protractor / Appium)
- ◆ Machine Learning with AI & NLP (Python)
- ◆ MS .Net Technologies

Student

- For student **no charges or fees** is applicable for the entire program.
- Good performers in training and Internship , will be allowed to appear in recruitment process , during the month of Aug-2020 tentatively . Final Selection and CTC will be decided based through internship performance, HR & Technical Interviews . Tentative joining month is on Aug-2021. Working location will be Mangalore / Bangalore based on candidate's choice.
- More than **80% attendance** required in training and Internship to appear in recruitment process and receiving Internship certificates.

3. Terms and Conditions :

- a) You shall be bound by the terms and conditions of the Undertaking including but not limited to confidentiality, intellectual property, and non-solicitation.
- b) You shall devote necessary time, attention, and skill for your Training program.
- c) You shall comply with all rules, regulations, and policies issued by us from time to time.
- d) You shall use your best endeavors to promote the interests and reputation of Impelsys.

- e) Typically Impelsys is completing the recruitment process before actual placement drive initiating by YIT for other companies. Details of salary ,CTC and working location will be fixed during the HR round. All details of that will be shared with individual candidates through mail by company HR.
- f) Students who will be selected to appear in recruitment drive & their names will be shared with YIT TPO , tentatively during the month of Aug-2020, if those candidates fail to appear in recruitment process / discontinue the training program / not accepting the offer letter / not joining finally after accepting the offer letter / leaving the organization within the six months of joining then they are bound to pay the training cost of Rs. 50,000 to get clearance from Impelsys and YIT. Candidates have to pay it in five(5) equal monthly installments after receiving the notice from company through e-mail.
- g) Rest of the candidates whose names will be not in the final selected list for job / in the rejected list , which will be shared by company HR Team with YIT TPO after completing the recruitment drive , those candidates will be free to attend any other job interviews in future anywhere or they can move by their own choice even they have signed the agreement before . That agreement will become null and void for both the parties from the next day after sending the mail which is mentioned above in this clause.
- h) Impelsys is spending money, efforts, time on training & internship to make the candidates knowledgeable and skilled on several products , domain ,process and skills even after on-boarding. So Company is ensuring candidate's service commitment for minimum of two years after the date of joining to job by keeping some part of the salary (1K-1.5K)/ month. Company HR will fix it. Candidate will be eligible to get it return as a lump-sum amount after completion of two years of job at company and no more amount will be deducted from salary after that. If any candidate is getting separated between this two years of their job tenure then he/she will be not eligible for get accumulated amount which company deducted every month as service commitment and candidate have to forget about it.
- i) Before joining the company , candidate must qualify the B.Tech / B.E without any backlog papers.

ANNEXURE B

Impelsys Training & Internship Program : Total Duration 600 Hrs		
No.	Module Name	Duration(Hrs)
Fundamentals Technology Track		
1	Programming Logic Techniques Using C Programming	20
2	Data Structures	20
3	Object Oriented Programming with Core JAVA	50
4	RDBMS and SQL using MySQL/Oracle	30
5	SQL Programming using MySQL/Oracle	20
5	UNIX Commands and Shell Scripting	10
6	HTML, CSS , Bootstarp with Responsive Webpage	10
7	JavaScript, JQuery	20
8	Core PHP Language using MySQL	30
9	SDLC , Agile Methodology using JIRA, UML Designing	20
10	Cloud Computing and Intro to AWS , Code Sharing using GIT	20
11	XML , JSON , AJAX	30
12	RESTful Web Service Clients using Swagger and Insomnia / Postman	10
13	Software Testing (Unit , Load Balance , Smoke , etc.)	30
14	Automated Testing using Selenium	30

Full Stack JAVA (Front-end : Angular / React Native & Back-end : Java Spring Boot)		
15	Design Patterns using JAVA	10
16	JAVA Collection Framework , JDBC with Data Structure	20
17	MVC Framework with JUnit	10
18	ORM with Hibernate	30
19	Microservice Architecture and Framework	10
20	Spring Boot Microservice Framework with Restful API	40
LAMP Stack PHP (Front-end : Angular/ React Native & Back-end : PHP)		
21	Object Oriented Programming in PHP	20
22	MVC Framework with PHPUnit Testing	10
23	PHP Framework (Zend / Symfony / Codeignitor) with Restful API	30
24	Angular 8 (Single Page Application)	40
25	React Native (apps for Android and iOS Devices)	30
Total Hours:		600

Note: Impelsys Training Team have full right to change the training contents and hours as per project / client / development team needs anytime during the training duration.

Signed and Delivered

For Impelsys India Private Limited

Kavitha Nandagopal

<Name>

Head HR

Signed and accepted

Ajith Joseph