



LUMIQ

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PRIVATE AND CONFIDENTIAL

6th Dec, 2021

ANKIT KUMAR SINGH

International Institute of Information Technology Bhubaneswar

ANKITKUSINGH22@GMAIL.COM

Dear Ankit,

Congratulations!

We are pleased to make an offer of internship to you **and** welcome you to Lumiq (Crisp Analytics Pvt. Ltd - (hereafter referred to as Company).

This offer goes beyond a mere offer of Internship. Based on your performance and success as an Intern, we look forward to the day we will welcome you onboard as a confirmed Lumiqer.

Lumiq is a customer and people focused organization. For customers our vision is to deliver value by effective use of technology and reduce their cost and risk for business. For our people we have created a work environment where there are ample opportunities for learning and to work and grow.

Your internship shall commence on or before **1/3/2022** and shall be based on the following terms and conditions:

- You shall be paid a stipend of INR 15,000/- (Rupees Fifteen thousand only) per month for the entire duration of your internship with us.
- In addition, you will be covered under the company's medical Insurance Policy with the coverage limit of Rs. 500,000/-.
- Your internship duration will be for **Six months** from your DOJ.
- Your performance will be reviewed after completion of the internship period and your confirmation for the job with us will be based on the outcome of this review.
- This offer letter overrides all previous discussions related to your internship.
- On completion of the Internship, based on your performance, you may be offered employment at Lumiq at a total compensation of Rs 8,00,000 per annum.



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Conditions of Service

- In the course of your internship the ideas that your design, develop or innovate will remain the intellectual property of the Company.
- You shall devote your full time to your internship and expend best efforts on behalf of the Company and shall not participate in any external activities interfering with the work of the Company. You shall abide by the Company policies and decisions now or hereinafter existing.
- You shall not disclose or divulge any information of the Company's business, which may come to knowledge, to any unauthorized person(s). Upon joining, you will be required to sign a confidentiality agreement with the Company.
- You shall seek explicit approval from the Company before sharing any information including name of the customers, specific details of projects during or after your association with the Company. Such information is highly confidential and any breach may result but not limited to, termination of your employment with the company.
- You shall not engage or participate in any business that is in competition with the Company in any manner, during your internship. In the event of your separation, you will hold the Company in high esteem and will not do anything to hurt the image and reputation of the Company.
- Your terms of internship will be governed by HR policies of the Company. The HR policies will be reviewed by the management on a periodic basis and suitably modified to reflect the changing business and market conditions.
- You will be required to undertake to stay with the Company for a minimum period of 18 months post confirmation. You will appreciate that Lumiq will be investing a lot of time and effort in your training and therefore this is in the spirit of quid pro quo. By undertaking to stay for this minimum duration, you will also have a unique opportunity to participate in and contribute meaningfully to Lumiq's growth and success and learn and add significantly to your competence.
- You agree not to undertake employment, whether full-time or part-time as the director/partner/member/employee of any organization/entity engaged in any form of business
- Your terms of internship are strictly confidential and you should not disclose or divulge the same.

At the time of your joining, please bring along the following documents (ORIGINALS), which are required for us to complete the joining formalities.

- Two passport size photographs
- Copy of Degree/Diploma/Other Qualification Certificates including mark sheet(s)
- Proof of Date of Birth (Birth Certificate/SSC Certificate/Any Other)
- Copy of Passport, if applicable
- Copy of PAN Card, if applicable



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- Previous employment certificates, if applicable

We look forward to a long and mutually beneficial association. Please find enclosed a copy of the Lumiq Playbook – this will give you a quick introduction to the way we work at Lumiq!

Kindly sign a copy of this letter and return to us by signing on the last page.

Mohammad Shoaib
CEO, Crisp Analytics Pvt. Ltd.



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Annexure I: Non-compete Agreement

I, Ankit Kumar Singh do hereby acknowledge and confirm the following:

1. I am accepting an internship with Crisp Analytics Pvt. Ltd ("Company"). Now, as part of the present below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with the company.
2. I am required, on behalf of the company to offer services or solicit business from various clients of the company (each such client hereafter referred to as "Customer")
3. In consideration of the above, I agree that for a period of twelve (12) months following the termination of employment with the Company for any reason, I will not
 - a. Accept any offer of employment from any customer, where I had worked in a professional capacity with that Customer (including indirect customers) in the twelve (12) months immediately preceding the termination of my employment with the Company. Indirect customers represent the customers of our customers you work and interact with as part of your work duties while working with the direct customer.
 - b. Accept any offer of employment with another company where I will be working on a project where I was directly or indirectly involved within the twelve (12) months immediately preceding the termination of my employment with the Company.