

GAO Tek Inc., 1885 Clements Rd, Suites 215-218, Pickering, Ontario, L1W 3V4 Canada

Dear HR,

I hereby accept your offer of an internship position at GAO Tek Inc. (Internship Provider) duly incorporated in Ontario, Canada and with an office at the above address. I understand and agree that this agreement is the sole agreement between Internship Provider and me and overwrites all prior communications.

I agree between the parties I am the primary beneficial of this internship relationship and this internship complies with The Fair Labor Standards Act (FLSA) of the USA: <https://www.dol.gov/whd/regs/compliance/whdfs71.pdf>. And this unpaid internship is to help me to expand my knowledge and skills. And this unpaid internship is to help me to expand my knowledge and skills.

Based on the information provided to me and based on my situation, I understand and agree that pursuant to the FLSA

- This internship is unpaid.
- I or the Internship Provider may at any time in my or its sole discretion, terminate the internship without notice or cause. Possible causes for terminations include, but not limited to, my poor work performances or poor scores in training.
- I will obey the policies, rules and regulations of the Internship Provider and comply with the Internship Provider's business practices and procedures.
- The education/experience received by me from the internship is for my express benefit.
- This internship's duration is limited to the period in which the internship provides me with beneficial learning.
- My work shall complement, rather than displace, the work of paid employees and this internship provides significant educational benefits to me.
- Internship Provider is not liable for injury sustained or health conditions that may arise during the course of the internship.
- Both parties understand that this internship is conducted without expectation or entitlement to an employment at the conclusion of the internship.

I will commit 15 hours per week, my anticipated starting date is 07/19/21, my anticipated completion date is 10/19/21. My completion date may be extended to 11/19/21 for this internship.

After I successfully complete my internship, I will receive: (1) Two Training Certificates for two groups of skills I have been trained and (2) One Certificate of Internship. For clarification purpose, I shall not receive any of the above certificates if my internship is terminated earlier by me or Internship Provider for any reason or I fail to pass the evaluation or tests by Internship Provider.

I agree that either party has the right to terminate this internship at any time and for any reasons. Such termination shall be my sole remedy if I am not interested in this internship, I cannot fulfil my commitments, or Internship Provider breaches, is perceived to breach or threatens to breach above terms and conditions, including compliance of FLSA.

Terms and conditions in this section shall survive termination for any reason. The following applies during my internship as well as in the case I continue to work for Internship Provider although such continuation was never promised, I agree that all intellectual properties, including but not limited to, copyrights, trade secrets, trademarks, patents, developed by me or together with others during working at Internship Provider and/or its affiliates shall belong exclusively to Internship Provider and/or its affiliates, and I hereby assign such intellectual properties exclusively to Internship Provider and/or its affiliates. Immediately upon termination, for whatever reason, of my working relationship with Internship Provider and/or its affiliates, I shall handover my work to my superiors and dedicated personnel at Internship Provider and/or its affiliates in such a professional and responsible way that the responsible personnel have taken over my work. I shall delete all and any documents and information from or developed for Internship Provider and/or its affiliates in my electronic devices, online accounts as well as printouts. I hereby guarantee and warrant that I shall never use such documents and/or

information to benefit any persons other than Internship Provider and/or its affiliates, and I shall maintain the confidentiality of all confidential information of Internship Provider, including the contents of this agreement. I represent and warrant that I am permitted by relevant laws, such as immigration and employment laws, to perform the work of this internship. I understand I may work with the Internship Provider's affiliated companies in the USA, Canada and China, and I have rights to make a claim against Internship Provider in case of dispute, but shall not make any claim against its affiliates in any event.

I specifically agree to and acknowledge I assume all of the risks of participating in the internship program. In consideration of the opportunity afforded to me to participate in the internship program, I hereby agree that my assignees, heirs, guardians, and legal representatives, will not make a claim against Internship Provider or any of its affiliated organizations, or either their officers or directors collectively or individually, or any of its employees, for the injury to me or damage to my property, however caused, arising from my participation in the internship program.

I agree that the governing law of this agreement shall be the federal laws of the USA without regard to conflict of law principles. The jurisdiction shall be chosen by Internship Provider at its sole discretion in case of dispute.

By signing below, I acknowledge that I have consented to participate in this internship.

My Name Daniel Fellner Signing Date 07/12/21
Home Address 106 Gates Avenue Montclair, NJ 07042 USA
Email: dfellner42@gmail.com Telephone: (973) 444-6314
Official Personal ID (Driver's License, Passport, Citizenship etc):

