**INTERNSHIP AGREEMENT**

*(On-the-Job Training)*

**KNOW ALL PERSONS BY THESE PRESENTS:**

This **INTERNSHIP AGREEMENT** is made, entered, and executed this \_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2025 at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, by and between:

The **WEAVERSOFT**,is a boutique, B2B IT consulting and software services SI, with principal office address at Yegal Alon 88, Tel Aviv, Israel, represented in this act by its *Chief Executive Officer***, ASSAF SHAIKEVICH,** herein referred to as the “**HOST TRAINING ESTABLISHMENT**” or “**HTE**”;

-and-

**JOHN KENNETH NICKO M. DOMINGO**, of legal age, Filipino citizen, single, with residence address at Baruyan, Calapan City, Oriental Mindoro, herein referred to as the “**STUDENT INTERN”**.

Each referred hereinafter to as **“PARTY”** and collectively as **“PARTIES”**.

**WITNESSETH:**

**WHEREAS**, the **Commission on Higher Education (CHED) Memorandum Order (CMO) No. 104, Series of 2017** provides for the revised guidelines for Student Internship Program in the Philippines (SIPP) for all programs with practicum subject, and the same shall be complied with by the **PARTIES**;

**WHEREAS,** the **STUDENT INTERN** is a **4th year, Bachelor of Science in Information Technology** at Mindoro State University (“MinSU”) – Calapan City Campus;

**WHEREAS,** **HTE** is capable of providing the appropriate internship/training program for the **STUDENT INTERN** that is in line or related with his/her course;

**NOW THEREFORE,** for and in consideration of the above premises and their mutual covenants hereinafter set forth, the **PARTIES** hereto agree on the following terms and conditions and those provided under **CMO No. 104, Series of 2017**:

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### 1. INTERNSHIP/TRAINING PROGRAM AND TERM

The internship/training program aims to provide actual experiences for the **STUDENT INTERN**, consisting of **486 hours covering the second semester, AY 2024-2025**. This program is intended to complement formal learning with practical knowledge, skills, and hands-on experience through the HTE.

The Student Intern will work **remotely** using their own computer and internet connection.

### 2. DUTIES AND RESPONSIBILITIES

#### 2.1 Duties and Responsibilities of HTE:

HTE shall:

* Ensure that the Student Intern is assigned activities and job assignments within the Training Manual framework.
* Assign a supervisor to oversee the Student Intern’s progress.
* Monitor, evaluate, and provide feedback on the Student Intern’s performance.
* Ensure that Student Intern does not perform tasks and duties of a regular employee.
* Issue a **Certificate of Completion** within two weeks after internship completion.

#### 2.2 Duties and Responsibilities of the Student Intern:

The Student Intern shall:

* Comply with the applicable rules and regulations of CHED, the University, and HTE.
* Adhere to HTE’s rules, guidelines, and ethical standards.
* Undergo the required orientation/internship program conducted by the University and HTE.
* Maintain a stable internet connection and suitable work environment for remote work.
* Be responsible for the security and maintenance of their own computer and data.
* Ensure confidentiality of HTE’s proprietary information.
* Submit a **Medical Certificate** confirming good health and emotional fitness.
* Submit a **notarized written consent** from parents or legal guardian.
* Adapt to workplace culture and show flexibility in different work environments.

### 3. NON-EMPLOYMENT RELATIONSHIP

This Agreement does not constitute an employer-employee relationship between HTE and the Student Intern. The internship is an educational opportunity, and HTE is under no obligation to offer employment after the completion of the internship.

HTE shall not be responsible for any expenses related to the Student Intern’s remote work setup, including but not limited to **internet connection, electricity, or equipment maintenance**.

### 4. CONFIDENTIALITY CLAUSE

The Parties agree that any **confidential information** or **personal data** shared under this Agreement shall be protected per **Republic Act No. 10173 (Data Privacy Act of 2012)**. Confidential information shall not be disclosed to third parties without prior written consent, except when:

* The information is publicly available.
* Disclosure is required by law or court order.
* The receiving Party obtained the information independently without breach of confidentiality.

This obligation shall **survive the termination** of this Agreement.

### 5. INTELLECTUAL PROPERTY RIGHTS

Any intellectual property (IP) created by the Student Intern **using HTE’s resources or within the internship scope** shall be the exclusive property of HTE. The Student Intern **grants HTE a non-exclusive, royalty-free, perpetual license** to use any work product created during the internship.

### 6. LIABILITY LIMITATION & INDEMNIFICATION

Each Party shall be responsible for liabilities arising from **its own negligence**. The Student Intern **agrees to indemnify and hold HTE harmless** against any claims, losses, damages, or liabilities arising from:

* The Student Intern’s willful misconduct or negligence.
* Breach of confidentiality obligations.
* Unauthorized use of proprietary information.

HTE **shall not be liable** for injuries sustained by the Student Intern while working remotely or for any **hardware, software, or connectivity issues** that may arise.

### 7. TERMINATION OF AGREEMENT

This Agreement may be terminated under the following conditions:

* **By HTE:** Immediate termination for **gross misconduct, violation of confidentiality, or failure to comply with responsibilities**.
* **By the Student Intern:** A written **notice of withdrawal** with valid reasons, subject to HTE’s review.
* **Mutual Agreement:** Termination may occur by mutual consent.

### 8. DISPUTE RESOLUTION

Any disputes arising from this Agreement shall be settled through **good-faith negotiation**. If unresolved, disputes shall be referred to **mediation/arbitration under the laws of Israel** before any legal proceedings.

### 9. GENERAL PROVISIONS

* This Agreement **supersedes all prior agreements** between the Parties regarding the internship.
* If any provision is deemed invalid, the remaining provisions shall remain in effect.
* This Agreement shall be governed by and interpreted under the **laws of Israel**.
* **HTE is not responsible** for providing financial compensation, benefits, or allowances beyond what is explicitly stated in this Agreement.

**IN WITNESS WHEREOF**, the **PARTIES** have hereto set their hands and seal at the lowest portion of thisAgreementon the day and at the place written above.

**ACKNOWLEDGMENT**

REPUBLIC OF THE PHILIPPINES )

……………………………….………..) s.s.

**BEFORE ME**, a Notary Public for and in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ this \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, appeared the following persons who exhibited to me their government-issued identification documents, as follows:

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| --- | --- | --- |
| **NAME** | **COMPETENT EVIDENCE OF IDENTITY** | **DATE/PLACE ISSUED** |
| **JOHN KENNETH NICKO M. DOMINGO** | PhilHealth – 09-254681013-7 | Calapan City |
| **ASSAF SHAIKEVICH** | ID 037040938 | Israel issued 1.7.2014 |
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known to me to be the same persons who executed the foregoing INTERNSHIP AGREEMENT, and who acknowledged to me that they executed the same for and in behalf of their respective corporation/organization, that they are duly authorized to sign the same, and that the same is their free and voluntary act and deed, and that of the corporation/organization represented.

This document, which pertains to an INTERNSHIP AGREEMENT consisting of four (4) pages, including the page on which this Acknowledgment is written, has been signed by the parties and their witnesses on each and every page thereof, and sealed with my notarial seal.

**WITNESS MY HAND AND SEAL**, on the date and at the place first above written.

**NOTARY PUBLIC**

Doc. No. \_\_\_\_;

Page No. \_\_\_\_;

Book No. \_\_\_\_;

Series of \_\_\_\_\_.