

1999 INTERNSHIP AGREEMENT

This Internship Agreement ("Agreement") is entered into on this 24th day of August, **2025** by and between:

1999 Ideas ConceptsInnovationsandCreations (hereinafter referred to as "the Company" or 1999),

and

Magnus Evana-Obhazi Edu (hereinafter referred to as "the Intern").

1. Purpose of Internship

This internship is strictly for training and professional development. It does not create an employment relationship until the Intern is expressly confirmed as a Junior Staff by the Company.

2. Duration

The internship shall run for **one (1) to three (3) months**, commencing on the 25th day of August, **2025** unless terminated earlier by the Company.

3. Intern's Obligations

The Intern shall:

Comply fully with the Company's rules, policies, procedures, and code of conduct.

Carry out duties diligently, honestly, and under supervision.

Refrain from any act that may harm the reputation, business, clients, or affiliates of 1999.

Not misrepresent themselves as an employee of the Company during the internship.

Return all Company property, documents, devices, or materials at the end of the internship.

4. Company's Obligations

The Company shall:

Provide mentorship and access to resources for learning.

Assign tasks that will develop the Intern's skills.

Retain the right to evaluate the Intern's performance at any time.

Consider the Intern for employment as a **Junior Staff** only upon successful completion of the internship, subject to Company's discretion.

5. Allowance

The internship is unpaid.

The Intern may be granted a **data allowance** after completing one (1) month, subject to satisfactory performance.

Confirmation as Junior Staff shall entitle the Intern to a monthly salary between **₱120,000 and ₱200,000**, as determined solely by the Company.

6. Confidentiality & Non-Disclosure

The Intern shall treat all Company information, client data, processes, and trade secrets as strictly confidential.

Confidential information must not be disclosed to any third party during or after the internship, without written consent from the Company.

Breach of confidentiality will result in immediate termination and possible legal action.

7. Intellectual Property

Any idea, content, design, software, or material created during the internship shall remain the exclusive property of 1999.

The Intern waives any right to ownership, royalty, or compensation for intellectual property developed during the internship.

8. Non-Compete & Non-Solicitation

During the internship and for **six (6) months after its completion**, the Intern shall not directly or indirectly:

Offer similar services in competition with 1999 using knowledge gained from the Company.

Solicit, approach, or accept work from 1999 clients, partners, or affiliates without Company approval.

Violation of this clause will attract legal and financial penalties.

9. Social Media & Content Usage

The Intern shall not post, publish, or share any content, designs, projects, or internal activities of Plug99 on personal or third-party platforms without prior written approval from the Company.

The Intern shall not use the Company's name, logo, trademarks, client names, or branding materials for personal gain or in a misleading way.

The Intern shall not represent Plug99 or its clients on social media without authorization.

Any breach of this clause shall attract disciplinary action, immediate termination, and possible legal action.

10. Code of Conduct & Disciplinary Actions

The Intern must maintain professionalism, punctuality, and integrity.

Any form of misconduct, negligence, insubordination, or unethical behavior shall attract disciplinary measures, including termination without notice.

11. Termination

The Company reserves the right to terminate this Agreement **immediately and without notice** in cases of:

Misconduct, dishonesty, or negligence.

Breach of confidentiality, social media, or non-compete clauses.

Non-performance or repeated absence.

The Intern may resign by giving at least **one (1) week written notice**, provided Company property is duly returned.

12. Limitation of Liability

The Company shall not be liable for:

Any accident, loss, or injury suffered by the Intern inside or outside Company premises.

Any damages or liabilities caused by the Intern's actions to third parties.

13. Governing Law & Dispute Resolution

This Agreement shall be governed by the laws of the Federal Republic of Nigeria.

Any dispute shall first be resolved amicably, failing which it shall be referred to arbitration in Lagos State, Nigeria.

14. Entire Agreement

This document constitutes the entire agreement between the parties and supersedes all prior discussions, offers, or understandings.

15. Acceptance

By signing this Agreement, the Intern acknowledges that they fully understand and agree to abide by its terms.

Signed by:

For 1999 Ideas Concepts Innovations and Creations

Name: Oladokun Olaoluwa

Position: Head, Human Resources

Date: 23rd August 2025

For the Intern

Name: Magnus Edu

Signature: _____

Date: 24th August, 2025