

INTERNSHIP AGREEMENT

Technical Intern

in

126, Baileys Court,
Summerhill,
Dublin 1,
Ireland, D01 E6A0

www.linkedin.com/company/zetta-consult

This agreement lays down the terms of internship, agreed upon by the employer and intern. Whether stated explicitly in the agreement or not, both the intern and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This INTERNSHIP AGREEMENT (Hereinafter, the "Agreement") is entered into on this 1st day of July 2022,

BY AND BETWEEN

Zetta Consulting Limited, a private limited company incorporated under the Companies Act, 2014, having its registered office at 126, Baileys Court, Summerhill, Dublin 1, Ireland, D01 E6A0 (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

AND

Mayur Adlak residing at Akoshrao Adlak, Gram thani, Thani, Betul, Madhya pradesh- 460110 with Indian Government Aadhaar ID No 5348 7083 9290 (hereinafter referred to as the "Intern", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS the parties here to desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the intern by the Company.

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Intern as follows :

1. **Conditions of the Agreement:**

- a. The internship is related to an educational purpose and there is no guarantee or expectation that the activity will result in employment with the Company.
- b. The education received by the Intern from the internship is for the express benefit of the Intern.
- c. The Intern does not replace or displace any intern of the Company.
- d. The Intern will receive direct and close supervision by an appropriate supervisor.
- e. The Company does not derive an immediate advantage from the activities performed by the Intern.
- f. Intern is not entitled to wages or any compensation or benefits for the time spent in the internship.
- g. Company is not liable for injury sustained or health conditions that may arise for the unpaid intern during the internship.

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2. **"Term"**: This agreement shall commence upon the effective date, as stated above, and will continue until 31th December 2022

3. **"Compensation"**: Stipend : Rs 12,500 per month (all inclusive) .

4. **"Internship position title, duties and responsibilities"**: Intern shall work in the Technical department and is required to perform following duties and undertake following responsibilities in a professional manner.

- a. developing web services for the back end
- b. developing front ends, on the user side
- c. integrating front and backends with existing serverless and APIs frameworks
- d. design, manipulation and querying of databases
- e. setup, installation and configuring of servers when needed
- f. participating in the daily meeting, to make technical and/or functional proposals
- g. interacting with the client (if needed) in order to understand and characterize the needs, and even advise them if necessary

5. **"Benefits"**: The perks offered to the intern by the company include "Certificate" and "Letter of

Recommendation".

6. **"Probation Period"**: The parties agree that the 10 days of the internship shall constitute a probationary period during which period the company may, in its absolute discretion, terminate the internship, for any reason with or without notice.
7. **"Confidentiality"**: During this Agreement, it may be necessary for Company to share proprietary information, including trade secrets, industry knowledge, and other confidential information, to Intern for Intern to complete the Duties and Responsibilities. Intern will not share any of this proprietary information at any time. Intern also will not use any of this proprietary information for his/her personal benefit at any time. This section remains in full force and effect even after termination of the Agreement by its natural termination or the early termination by either party.
8. **"Intellectual Property"**: Intern agrees that any content provided to Intern by Company to perform Intern's Duties and Responsibilities, including but not limited to, images, videos, and text, copyrights or trademarks, remains solely owned by Company. Intern agrees that any content provided by Intern to the Company while performing Intern's Duties and Responsibilities, including but not limited to, images, videos, and text, copyrights, or trademarks, is solely and legally owned by Intern, but Intern grants Company a non-exclusive, transferable, sub-licensable, royalty-free, worldwide license to use any such content in connection with Intern's Duties and Responsibilities. Any materials developed by the Company, making use of the content, remains the sole property of the Company. Any work product Intern may create during this Agreement remains the sole property of the Company.
9. **"Termination"**: This Agreement may be terminated as follows
 - a. upon the termination of the "Term" contract at the end date of internship as stipulated above or
 - b. upon the end of the probationary period or
 - c. upon the violation of any of the terms by the intern set forth

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Upon termination, Intern shall return all Company content, materials, and all Work Product to Company at its earliest convenience, but in no event beyond thirty (30) days after the date of termination.

10. **"Representations and Warranties"**: Both Parties represent that they are fully authorized to enter into this Agreement. The performance and obligations of either Party will not violate or infringe upon the rights of any third-party or violate any other agreement between the Parties, individually, and any other person, organization, or business or any law or governmental regulation. Intern further represents that he/she is

duly authorized to work in India and is of legal age to work.

11. **"Limitation of Liability"**: Under no circumstances shall either party be liable to other party or any third party for any damages resulting from any part of this agreement such as, but not limited to, loss of revenue or anticipated profit or business, costs of delay or failure of delivery, which are not related to or the direct result of a party's negligence or breach
12. **"Severability"**: The Parties agree that if any portion of this Agreement is held to be unenforceable or invalid then said article or part shall be struck and all remaining provision shall remain in full force and effect
13. **"Entire Agreement"**: The Parties acknowledge and agree that this Agreement represents the entire agreement between the Parties. If the Parties desire to change, add, or otherwise modify any terms, they shall do so in writing to be signed by both parties.
14. **The Intern specifically agrees to and acknowledges the following:**
 - a. This internship is educational in nature and there is no guarantee or expectation that the internship will result in employment.
 - b. Company may at any time in its sole discretion, terminate the internship without notice or cause.
 - c. Intern will maintain a regular internship schedule determined by the Intern and their supervisor.
 - d. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress, and a willingness to learn.
 - e. Intern will obey the policies, rules and regulations of the Company site and comply with the Company's business practices and procedures.
 - f. Intern will furnish his/her supervisor with all necessary information pertaining to my unpaid internship, including related assignments and reports.
 - g. Under no circumstances will Intern leave the internship without first conferring with Intern's supervisor.
 - h. This is a remote internship. The working hours are from 10 a.m. to 6 p.m. local time of the intern. The intern agrees to fully comply with the working hours of the company
 - i.
 - j. The intern agrees to provide for his own materials including but not limited to laptop, mobile phone, internet connectivity during the tenure of the internship. A minimal allowance may be provided for this towards the end of the internship by the company and at the sole discretion of the company.

While Intern is on remote, he/she is still considered an employee or agent of Company for any purposes, including but not limited to workers compensation.

- k. Intern assumes all the risks of participating in the internship program. In consideration of the opportunity afforded to the Intern to participate in the internship program, Intern hereby agrees that he, his assignees, heirs, guardians, and legal representatives, will not make a claim against Company

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or any of its affiliated organizations, or either of their officers or directors collectively or individually, or any of its employees, for the injury of death to Intern or damage to his property, however caused, arising from his/her participation in the internship program. Without limiting the generality of the foregoing. Intern hereby waives and releases any rights, actions, or causes or action resulting from personal injury or death to him, or damage to his property, sustained in connection with his participation in the internship program.

IN WITNESS WHEREOF, the intern has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

Mayun

Mayur Adlak

Yasir LATEEF

Chief Executive Office

Zetta Consulting Limited

Zetta Consulting provides a set of services, solutions, and platforms for enterprises to accelerate their cloud journey. Zetta offers cloud assets, industry cloud solution blueprints and a thriving community of cloud business and technology practitioners to drive increased business value.

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