



**Dear Siddhant Sinha,**

Welcome to Algo8!!

We are pleased to offer you internship in **Algo8** with the following terms and conditions.

Commencement on or before	:	At the earliest, On or Before <b>Monday(20<sup>th</sup> May 2019)</b>
Designation	:	Data Science Intern
Internship Terms and Conditions	:	Refer to Annexure I
Stipend	:	Refer to Annexure II
A-116, Corenthum Building, Sector-62		
Joining Location	:	Noida, Uttar Pradesh-201301

We trust our relationship will be guided by a spirit of excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings. Kindly return a copy of this letter, duly countersigned by you, in acceptance of the terms and conditions set out therein.

For and behalf of:

**Algo8**

A handwritten signature in blue ink, appearing to read "Himanshu".

Accepted and Signed

Authorized Signatory  
Himanshu Ujjawal Singh  
CTO & Co-founder  
Dated: 17<sup>th</sup> May 2019

Candidate's Name: \_\_\_\_\_



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## **Annexure-I**

### **TERMS AND CONDITIONS OF APPOINTMENT**

1. You will be governed by the rules, regulations and other Company policies as applicable, enforced, amended or altered from time to time during the course of your internship on matters whether specified herein or not, including matters such as designation, emoluments and the structure thereof, working hours etc.
- 2.1 The Company will expect you to work with the highest standards of initiative, efficiency and economy. You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remuneratory, except with the explicit written consent of the management in each case.
- 2.2 You will be responsible for the safekeeping, order and return, in good condition, of all properties of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, use, custody, or care, the Company will have the right to assess and recover the damage of all such material from you. This shall be in addition to other legal remedies that the Company may have against you, arising from the violation of any of the provisions of this appointment letter, including any rules, regulations and other company policies that may be applicable to you.
- 3.1 The Company may terminate this internship employment agreement with immediate effect at any time during its term either by mutual consent or by the Company alone.  
In the event you desire to terminate this internship agreement, you will be required to provide one month written notice to the Company.
- 3.2 You will hand over the charge of the properties (if any), and the materials of the Company in your possession at the time of completion of your internship program with the Company.
4. 1 The date of birth mentioned in the matriculation /higher secondary certificate you have provided shall be deemed to be conclusive proof of your date of birth.
- 4.2 At the time of your appointment, you should be declared (and remaining) medically fit by a medical officer. The management may ask you to submit proof of the same, if required, approved by any certified medical practitioner at the time of your appointment and / or during the period of your service. In case you are found medically unfit to continue with the job, the Company shall have the right to terminate your services in accordance with the terms specified in Clause 3.1.
- 4.3 The terms of this Appointment are strictly confidential – between you and the Company – and any breach of this confidence will be viewed with utmost seriousness.

Candidate's Sign: \_\_\_\_\_



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## 5. CONFIDENTIALITY

5. a In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the Company. Further, in the course of your internship with the Company, you will be providing services to customers or clients of the Company during which process, you would be handling confidential information including but not limited to key customers of the Company, competitor information and customer sensitive information. You acknowledge and recognize that confidential information available to you, if leaked, would cause irreparable harm to the Company including the customers and/or clients of the Company and its protection is of utmost importance to the Company. Therefore, please ensure that you maintain as secret and confidential all confidential information (as defined from time to time in the confidentiality policy of the Company) and shall not use, divulge or disclose any such confidential information except as may be required by the Company.

This covenant shall endure during your internship program and shall continue even beyond the term of internship program (irrespective of the circumstances of, or the reasons for the cessation). Any specific confidentiality provisions of the Company's clients or customers shall not substitute, but supplement the foregoing confidentiality provisions of your internship with the Company. A copy of the Company's confidentiality policy has been read and understood by you.

- 5.b In your work for the Company, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

## 6. NON-COMPETE

You confirm that for a period of one (1) year after cessation of your internship with the Company (irrespective of the circumstances of or the reason for the cessation), you will not accept any offer of internship from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the one (1) year preceding the date of separation.

## 7. PROPRIETARY RIGHTS

During your tenure with the Company you shall disclose and assign to the Company as its exclusive property, all creations, inventions or innovations developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the policies of the Company in relation to Intellectual Property.

Candidate's Sign: \_\_\_\_\_



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## 8. CONFLICTS OF INTEREST

- 8.a** You are required to engage yourself exclusively in the work assigned by the Company and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your business unit head.
- 8.b** You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities that are or shall be in conflict with the interests of the Company.
- 8.c** The conflict of interest obligations above also refers to the need on your part, during your internship and for a period of one year from the cessation of your internship with the Company (irrespective of the circumstances of or for the cessation) not to solicit, induce or encourage:
- i.** Any intern of the Company to terminate their internship with the Company or to accept internship with any competitor, supplier or any customer or client with whom you have a connection.
  - ii.** Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

## 9. BREACH OF PRIOR AGREEMENTS, DAMAGES

You warrant that:

- a. In accepting this appointment and performing your obligations and services under it, you will not be in breach of obligations under any other internship/s or appointment/s;
- b. In the event of such a breach, you and **not** the company, will be solely responsible and liable for any damages; You will, prior to accepting this appointment, disclose to the company any prior medical history or illness which could affect your work in the Company.

Candidate's Sign: \_\_\_\_\_



## 10. GOVERNING LAW & JURISDICTION

This agreement and the interpretation thereof, and any disagreements or disputes arising under this agreement, shall be subject to and governed by laws of India. You agree to submit to the exclusive jurisdiction of the courts at New Delhi for the purposes of this agreement.

Please confirm your acceptance of these terms and conditions of internship by signing and returning the duplicate copy of this agreement to us within 2 working days of receipt, failing which this Appointment shall lapse automatically.

**Note:** \*Terms and conditions might change as per Company policy going forward and the candidate will be notified for any changes in the clauses above.

For and on behalf of:

**Algo8**

A handwritten signature in blue ink, appearing to read "Himanshu".

Authorized Signatory  
Himanshu Ujjawal Singh  
CTO & Co-founder  
Dated: 14<sup>th</sup> May, 2019

**I hereby accept and agree to this internship program contract. I promise to abide by the policies and regulations of the company.**

**Name** : \_\_\_\_\_

**Signature** : \_\_\_\_\_

**Date** : \_\_\_\_\_



## ANNEXURE II

Name : **Siddhant Sinha**  
Designation : Data Science Intern  
With Effect from : As per the Joining date

**Annual Total Compensation:** Your Total Compensation structure:

Particulars	Amount in INR
Stipend (for two months)	8,000/-

There will be 8,000 INR extra, that will be given to candidate on the basis of his/her performance.

You will be eligible for Pre-Placement Offers depending upon your stay and performance evaluation with the company.

**Others:**

1. Stipend reviews, re-fitments and modifications to the structure will be solely at the discretion of the Management. Stipend and all other payments/ benefits will be governed by the company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
2. Reimbursements will be on production of supporting documentation on monthly basis. You will be governed by the rules/ regulations and other administrative instructions that may be enforced from time to time regarding issues such as distribution of the amount, mode/ timing of payments etc.

Candidate's Sign: \_\_\_\_\_

For and on behalf of:

**Algo8**

Authorized Signatory  
Himanshu Ujjawal Singh  
CTO & Co-founder  
Dated: 14<sup>th</sup> May, 2019



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**I hereby accept and agree to this internship contract. I promise to abide by the policies and regulations of the company.**

**Name** : \_\_\_\_\_

**Signature** : \_\_\_\_\_

**Date** : \_\_\_\_\_