

**TSS Consultancy Pvt. Ltd.**

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**TSS Consultancy Pvt. Ltd.(Rajkot)**

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## **Internship Offer Letter**

**Between**

**TSS Consultancy Private Limited  
(Company)**

**-And-**

**Shivam Bhatt**



## Internship Offer Letter

**Name:** Shivam Bhatt  
**Mob:** 7016981083  
**Email:** shisa3023@gmail.com

**Date:** 06 June 2025  
**Ref No:** R193/2025

Dear Shivam,

TSS Consultancy Pvt. Ltd. is pleased to offer you an internship position as “**Associate Software Engineer AI - Intern**” in our Company. The details of our offer are outlined below:

### Compensation and Benefits:

- The internship will be for the duration of a month commencing from **09 June 2025** up to **12 July 2025**.
- Mr. Shivam Bhatt son of Mr. Atulbhai Bhatt aged 19 years and residing at "Ramkrishna" 1-Naval Nagar Mavdi Main Road Rajkot-360004 (hereinafter referred to as an “Employee”)
- We anticipate that you will finish the projects assigned by TSS Consultancy within a reasonable timeframe. Additionally, we require that you consistently deliver work of high quality.
- As part of the Internship letter, it is explicitly stated that only the terms outlined within the Internship Letter shall be deemed as binding and constitute the entirety of the Internship relationship. Any verbal or oral communications, regardless of their nature or source, will not be recognized or accepted as valid additions or modifications to the terms of this Internship Offer Letter.

### Working Hours:

- You are expected to work 9 hours per day from Monday to Saturday at our office premises of TSS Consultancy Private Limited. In view of the nature of our business, it may become necessary to sometimes require you to work at other times to support our clients. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.
- Your standard working hours will be from 10 am to 7 pm daily. However, these hours may be adjusted based on your team's needs and requirements.

### Confidential Information & Intellectual Property Rights:

I, Shivam Bhatt acknowledge that in the course of my Internship with Company, or otherwise pertaining to the business of the Company, I have created and will create ideas, concepts, creations, discoveries, improvements, know how, trade or business secrets; trademarks (with or without goodwill), service marks, domain names, patents, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, synthesis protocol, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, proprietary techniques, research projects, copyright, software, source codes, inventory lists, database rights, designs, and other confidential and

proprietary information, databases, data, documents, instruction manuals, records, memoranda, notes, guides, learning modules, graphics, in either printed or machine-readable form, intellectual property, whether or not copyrightable or patentable or protectable under any intellectual property law or any written or verbal instructions or comments ("**Inventions**"). I acknowledge and confirm that all rights, title and interest, including all proprietary rights / intellectual property rights and moral rights ("**IPR**") in the Inventions have been assigned and vested, and will continue to automatically be assigned and vest with the Company from the date of creation of such Inventions or IPR ("**Effective Date**") for worldwide territory and in perpetuity and in respect of all future rights arising therefrom, out of my own free will and consent. I confirm that I have no rights in respect of any such Inventions or PR and shall make no claims in respect thereto or dispute it for any reason whatsoever.

For the purpose of this letter, IPR shall be deemed to include: (i) copyright including moral rights, patents, know-how, confidential information, trade and business names, software, source code, inventory lists, database rights, trade secrets, and rights in trademarks, domain names and designs (whether registered or unregistered), (ii) applications for registration, and the right to apply for registration, for any of the same worldwide, and (iii) all other Intellectual property rights and equivalent or similar forms of protection existing anywhere in the world whether arising directly or indirectly; (iv) right to obtain and hold appropriate registrations in each of the Inventions, (v) all extensions and renewals thereof, and (vi) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

In the event that the IPR In the inventions does not automatically vest with the Company, I hereby irrevocably, absolutely and perpetually assign to the Company the Inventions including the IPR, royalty free, sub-licensable, transferrable, irrevocable, for worldwide territory and free from encumbrances and with effect from the Effective Date. I agree that the assigned rights shall not lapse at any time, whether in accordance with Section 19(4) or Section 30A of the Indian Copyright Act, 1957 or other analogous provision under the law of any territory. I undertake to execute all such documents and take all such actions as may be required by the Company for the purpose of giving effect to the assignment contemplated herein. Without derogation to the foregoing, I hereby appoint the Company as my attorney-in-fact to execute and deliver any documents or instruments that may be required by the Company in connection with the assigned rights and confirm that the Company shall have the right to exercise all rights under this assignment and enforce the same. I shall indemnify and keep indemnifying the Company and/or its affiliates from any loss, costs, damages, liabilities, and claims, including third party claims which may arise in relation to the IPR or Inventions.

I acknowledge that the stipend that I have already received and will be receiving from the Company, in the course of my Internship with the Company, is adequate consideration for assignment of each of the Inventions and IPR and no further monies are/ shall be due and payable to me by the Company. I hereby waive any moral rights which I may be entitled to in the Inventions and IPR.

I hereby represent and warrant that (i) I am lawfully entitled to enter into this internship offer agreement; (ii) each Invention assigned or licensed by me / that will be assigned or licensed by me, to the Company does not and will not infringe upon or misappropriate any rights (including but not limited to IPR) of any third party; (iii) the rights assigned or licensed to the Company have not and shall not contradict the terms of any other agreement entered into by me with any third party; and (iv) the rights that have been assigned or licensed by me/ that will be assigned or licensed by me are and will be free from all encumbrances, charges and liens.



### **Data Privacy and Data Breach:**

The Company will process employee personal data solely for legitimate business purposes related to employment in compliance with the Digital Personal Data Protection Act, 2023 ("DPDPA"). The Employer shall process personal data in accordance with the DPDPA and shall:

- (i) ensure processing is lawful, fair, and transparent;
  - (ii) collect data only for specified, explicit, and legitimate purposes;
  - (iii) maintain accuracy of personal data;
  - (iv) implement appropriate security measures to protect against unauthorized access, alteration, disclosure, or destruction.
- Upon conclusion of the retention period, such data will be securely deleted or archived in line with Company policies and applicable laws.
  - Employee acknowledges and agrees that any unauthorized disclosure, sharing, or transfer of personal data to external parties outside the organization shall constitute a serious breach of this clause. In the event of such breach by the Employee, TSS shall have the right to take appropriate disciplinary action, including but not limited to termination of employment, and may pursue legal remedies as per applicable laws. The Employee shall be personally liable for any damages, penalties, or legal consequences arising from such unauthorized disclosure or breach of data protection obligations under this clause.

### **Internship Conduct:**

- During the term of internship and thereafter, the intern agrees not to engage in any conduct, including but not limited to social media activity, that may directly or indirectly harm the reputation, goodwill, or interests of the Company or its clients. This includes refraining from posting, sharing, or endorsing any content that is defamatory, disparaging, or misleading regarding the Company, its clients, or their products and services.
- Additionally, it's important to avoid creating, distributing, or endorsing any content that promotes violence, discrimination, or hatred based on religion, nationality, or other protected characteristics. This extends to extremist views or anything that might disrupt religious or national harmony, as outlined by Indian laws.
- Any violation of this clause shall constitute a material breach of the internship offer and may result in immediate termination of internship.

I agree and confirm that this letter is binding on and enforceable against me and my successors.

We are delighted to welcome you as a part of our team starting on 09 June 2025. Kindly confirm your acceptance of the internship offer letter by 08 June 2025.



Regards,

For TSS Consultancy Pvt. Ltd.

Authorized Signatory

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I accept the offer of an internship with the Company on the terms and conditions stated above.

Signature

Full Name: Shivam Bhatt