

### Internship Offer

Date: 30<sup>th</sup> September, 2021

**Dear Mr. Shivkant Sisodiya,**

On behalf of **Ksolves India Ltd.**, I am pleased to extend to you this offer of internship for **development** profile. If you accept this offer, you will begin your internship of twelve months with the Company on **4<sup>th</sup> October 2021**. Your internship is expected to end on **4<sup>th</sup> August 2022**.

**Compensation:** During internship, you would be given a stipend of **Rs. 20,000 per month**.

**Job Location: Noida**

**Leaves:** During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of internship, you will earn 12 days for the first year and 18 days from second year onwards.

**Employment offer:** During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship. You will be offered a role with starting cost to company (CTC) of **Rs. 3,50,000** per year.

**Employment contract:** Company as part of new joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case you resign from contract with Ksolves India Ltd. within 24 months (10 months of internship & 14 months of employment); you would be liable to pay **Rs. 1,00,000/-** to the Company as compensation of such costs and also to serve the prescribed notice period. You are required to submit a cheque of Rs 1,00,000/- (Rupees One Lakh) in name of "Ksolves India Limited" with blank date. Same will be returned to you upon completion of contract period.

**Notice for contract termination:** You are required to serve **Three (3) Months' notice period from the date of your resignation**, this notice period is applicable during and after stipulated contract period of 24 months (comprising of 10 months of internship and 14 months of employment),

**Confidential information:** During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own

purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe and abide all policies and practices governing the conduct of our business, interns and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

**Very truly yours,**

**For Ksolves India Limited**



**Kirti Jain**  
**HR Manager @ Ksolves India Ltd.**

I accept internship with the Company on the terms and conditions set out in this letter.

\_\_\_\_\_ Name \_\_\_\_\_ Signature \_\_\_\_\_ Date