



Date: August 24, 2025

To
SHUBHANK MAHESHWARI
2/270, Ganesh Talav, Basant Vihar,
Kota (Rajasthan), 324 009

Ref/HRMS/2025/10/10

Subject: Internship Offer – Full Stack-I Intern

Dear Shubhank,

We are pleased to inform you that you have been selected for the Full Stack-I Internship position at Estrobic. We were highly impressed by your skills, enthusiasm, and interview performance, and we are excited to welcome you to our team.

Your internship with Estrobic is scheduled to commence on August 25, 2024, and will be conducted in remote mode. During this internship, you will be engaged in various full-stack development projects, working alongside our experienced technical team and contributing to real-world software solutions.

Through this opportunity, you will gain valuable practical experience, participate in regular training and mentorship sessions, and collaborate with cross-functional teams on live projects.

Please confirm your acceptance of this offer by replying to this email at your earliest convenience. If you require any clarification or have questions, feel free to contact our HR team.

We look forward to welcoming you as part of Estrobic.

For,

Creative and Peoples Department
Estrobic



Terms and Privacy Notice

1. Internship Duration and Working Hours

The internship is for a fixed duration of three months, commencing on the agreed start date. The internship will be conducted remotely. Interns are expected to be available and work during the core hours of 11:00 am to 6:00 pm, Monday through Saturday. Adherence to these working hours is important for coordination and collaboration with team members and mentors.

2. Leave and Holidays

Interns are entitled to a total of five (5) paid holidays during the internship period. Any additional leave requests must be communicated in advance and approved by the reporting manager or designated supervisor. Absences without prior notification or approval may affect the evaluation of the internship.

3. Roles and Responsibilities

Interns will be assigned tasks and projects related to full-stack development under the supervision of a mentor or project lead. Responsibilities include writing and maintaining code, participating in meetings, collaborating with the team, and completing deliverables by deadlines. Interns should seek clarification and assistance proactively when required.

4. Professional Conduct

Interns are expected to maintain the highest standards of professionalism and ethical behavior at all times. Communication, both written and verbal, should be clear, respectful, and appropriate. Punctuality, accountability, and a positive attitude towards work and feedback are essential qualities.

5. Confidentiality

Interns shall treat all information related to Estrobic's business, projects, and intellectual property as strictly confidential. This obligation extends beyond the termination or completion of the internship. Interns must not share, disclose, or use any confidential information for any purposes other than authorized internship tasks.

6. Intellectual Property

Any creation, innovation, or deliverable produced during the internship, including source code, documentation, designs, or software modules, shall be the exclusive property of Estrobic. Interns agree to assign all rights and interests in such work to the company.

7. Performance Evaluation



Intern performance will be reviewed periodically throughout the internship based on technical skills, ability to learn, work quality, collaboration, and adherence to policies. Timely and consistent completion of assigned tasks is crucial. Exceptional performance may be considered for further opportunities or pre-placement offers.

8. Use of Company Resources

Interns may be granted access to company software, platforms, and documentation required for task completion. These resources must be used solely for internship-related work in accordance with Estrobic's security policies. Unauthorized use, sharing, or duplication is prohibited.

9. Termination of Internship

Estrobic reserves the right to terminate the internship at any time should the intern fail to comply with company policies, demonstrate unsatisfactory performance, or engage in misconduct. Similarly, interns may choose to discontinue the internship by providing reasonable notice.

10. Certification and Completion

On successful completion of the internship requirements, including fulfilling the duration and maintaining good performance, interns will be awarded a certificate acknowledging their participation and achievements.

11. Communication and Feedback

Open and honest communication is encouraged. Interns will receive guidance and feedback regularly. Any disputes, concerns, or requests should be promptly communicated to the supervisor or HR department.

Ref/HRMS/2025/10/09

Signatories for Acceptance

24 Aug 2025, Kota (Raj.) Date and place	Shubhank Signature of Candidate
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