



**AT&T Communication Services
India Pvt. Ltd.**

13th Floor, Mohan Dev
House 13 Tolstoy Marg,
New Delhi 110001, India

Tel: 91.80.43546000
Fax: 91.80.41649560
91.80.41649561
www.ap.att.com

CIN: U64203DL1996PTO78375

To,

Sriya KVS

Vasavi College of Engineering.

REF: INTERNSHIP AND PRE-PLACEMENT OFFER WITH AT&T COMMUNICATION SERVICES INDIA PVT LTD.

Dear Sriya,

With reference to the interview that you have had with us, it gives us great pleasure to offer you an **Internship** at **AT&T Communication Service India Pvt Ltd.** (the "Company"). In addition to confirming the offer, this letter will describe the terms and conditions of your Pre-placement offer. We hope that this opportunity will provide you with exposure to technology and corporate work culture besides helping you to fulfill the criteria for your academic course.

Title: Your title will be '**Intern Technical**'. You will be informed about your manager by the Company at the time of joining and subsequently whenever there is a change in manager.

Terms and Conditions:

Location: You will report for joining at **Hyderabad** office. Post onboarding training you will be required to work from Hyderabad or Chennai office as per business requirement.

Effective Date: Your internship duration will be **Six Months** from **Jan 02, 2023**. or other mutually agreed date and may be extended by mutual consent based on performance appraisals and progress of learning.

Timings: The work hours during the internship will be 8 hours per day besides a meal break of one hour as per the company policy, which may include shift timings.

Payment Terms: This internship is for the purpose of training only and will not be deemed to be employment. You will receive a stipend of **Rs. 45,356.00** per month during your period of internship, less all applicable taxes. This stipend is assuming attendance on all the company working days during the month; stipend will be paid pro-rata in the event of absence on any grounds. Payment of stipend will be as per the Company's prevailing practice, in arrears, for the completed month.



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Job Confirmation: On successful completion of 3 months from the start date, your performance will be evaluated and based on the feedback you may be eligible for a permanent position with AT&T subject to the terms and conditions of the company. You will receive a confirmation letter from the Company, if selected for the permanent position. Your internship will be continued till the end of your academic's course.

Salary for Permanent Position: You will be eligible for an Annual Compensation of **minimum INR 11,50,000 Per Annum** on Cost to Company basis, as a regular employee of the Company.

Student Verification: The internship offer is subject to your providing a letter from your college/training institution certifying your registration as a student at the college/training institution for the duration of the internship. Student internship will be terminated if the intern is no longer a student in the college/training institute.

Confidentiality, Non-Disclosure, Network & Application Use and Intellectual Property Rights: You will be required to adhere to the terms given in Annexure I to this offer letter. The Annexure mentioned shall be deemed to be integral part of this offer document.

Conduct: You will abide by the rules and regulations of the Company as may be enforced from time to time, including dress code and ethical conduct as applicable for other personnel in the Company.

At-Will Contract: Your Internship contract with the Company is "At-Will." This means that you have the right to terminate your Internship contract at any time and for any reason. Likewise, the Company may terminate your Internship contract with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continuing/assured internship. As such, the recitation of certain time periods in this letter is also not to be construed or interpreted as containing any guarantee of internship period or any particular level or nature of compensation.

Background Verification: Your appointment for Internship will be subject to successful completion of background verification.

Indemnity: Your Internship contract is conditional to your providing an Indemnity Undertaking to the Company as Annexure II to this offer letter. Failure to provide this Indemnity Undertaking will render your Internship contract null and void.

This letter (together with the attached Annexures) reflects the entire agreement regarding the terms and conditions of your internship contract. Accordingly, it supersedes and completely replaces any prior oral or written communication on this subject. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.



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We welcome you onboard and expect that our relationship will be mutually rewarding. As a token of your acceptance, please sign one copy of the offer letter and return it to the Company.

Sincerely,

Digitally signed by
Mohan N
Mohan N
Date: 2022.09.26
17:11:55 +05'30'

Mohan N
Specialist, HR Country Management
Authorised Signatory

Date:

Acknowledged and Agreed *Sriya*

Candidate Name: Sriya KVS

Date: 28/09/2022



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ANNEXURE I

TERMS AND CONDITIONS FOR STUDENT INTERNSHIP

1. CONFIDENTIALITY AND NON-DISCLOSURE

- 1.1 For the purpose of this offer letter, the term “**Confidential Information**” means and includes, without limitation: any trade secrets, knowledge, data or other proprietary or confidential information relating to products, processes, know-how, intellectual property, designs, developmental or experimental work, ideas, innovations, computer programs, computer artwork, databases, other original works or authorship, client/customer lists, business plans, marketing plans and strategies, financial information or other subject matter pertaining to any business of the Company or any of the Company’s clients, consultants or licensees, which may or may not be registered under any of the laws pertaining to protection of intellectual property rights in the country; personnel data information and materials developed, collected or used by the personnel of the Company, information related to deals or proposed deals to be entered into by the Company, information disclosed by third parties with which the Company may have a business relationship, business practices and all other proprietary information, methods and property of the Company, whether in tangible and/or intangible form, all information that is classified as restricted, proprietary and confidential as per AT&T policies related to protection of proprietary and Confidential Information.
- 1.2 The Intern recognizes, acknowledges and accepts that during the internship period, he/she would be exposed to and has access to a substantial amount of Confidential Information pertaining to Company's business and/or the business of its affiliates as the case may be, and/or of the clients.
- 1.3 The Intern shall not, either during the internship period or thereafter except in the proper course of his/her duties, divulge to any person whomsoever and shall use his/her best endeavors to prevent the unauthorized use, dissemination, publication or disclosure of any Confidential Information. The Intern shall not, either during the internship period or thereafter, use the Confidential Information for his/her own benefit, or for the benefit of a third party, and will not permit such use, except with the prior, express written consent of the Company.
- 1.4 Persons providing the Confidential Information to the Intern shall include, but not be restricted to directors of the Company or its affiliates, promoters/shareholders of the Company or its affiliates, authorized representatives of the Company or its affiliates, interns/officers/trainees of the Company or its affiliates, consultants appointed by the Company or its affiliates and clients of the Company.

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- 1.5 If the Intern is directed by court order or other legal or regulatory request to disclose Confidential Information, the Intern shall immediately notify the Company in writing, in sufficient detail immediately upon the receipt of such court order or request, in order to enable the Company to make an application for an appropriate protection order.
- 1.6 The Intern understands and agrees that the Company is providing Confidential Information to the Intern in pursuance of the Intern's unconditional undertaking mentioned above.
- 1.7 Disclosure of Confidential Information pursuant to this Section 1 shall, in no case, be construed as granting to the Intern, expressly or implicitly any license, proprietary title or interest whatsoever with respect to the Confidential Information prior, during or subsequent to this internship.
- 1.8 The Company shall bear no liability, either to any third party or the Intern, arising out of or relating to the use of the Confidential Information by the Intern for the purpose other than what it has been imparted in the first instance by the Company and any such unauthorized use of the Confidential Information shall be solely at the risk, cost and consequence of the Intern. Without prejudice to the aforesaid, it is further clarified and agreed that in case of any unauthorized use of the Confidential Information or breach of any other covenant under this Section 13, the Company shall, at all times be entitled to the remedies available to it under law and in this Internship Offer, including those set out above.
- 1.9 The Company may require and upon such request the Intern shall execute non-disclosure letters or confidentiality undertaking/agreements (in the form acceptable to the Company) with the Company or its affiliates or its clients or any other entity with which the Company or its affiliates have a business relationship.
- 1.10 The final internship project report will be submitted to the Supervisor assigned by the Company for review. The supervisor will edit the same for ensuring that confidentiality and Intellectual Property Rights are not violated. The project report will not be submitted in college/training institution without Supervisor's written consent.

2. NETWORK AND APPLICATION USAGE

- 2.1 The Company may provide to the Intern a network/application login identity and password to enable the Intern to access the data/information/applications stored on the Company's network. The Intern undertakes not to use the network/application login identity and password except for the purpose of performing his/her duties and responsibilities as an Intern of the Company. The Intern shall not in any manner discuss or divulge the network/application login identity and password or any other information which the Intern gains from the Company's network, to any third person including any other intern of the Company.
- 2.2 The Intern shall not attempt to gain access to network/application login identity or password of any other intern of the Company.



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- 2.3 In the event the confidentiality of the Intern's network/application login identity or password has been breached or compromised, the Intern shall immediately contact the Company's IT department for being assigned a new network/application login identity and password.

3. RIGHT TO INTELLECTUAL PROPERTY RIGHTS AND INVENTIONS

- 3.1 For the purpose of this Section the term 'Invention' means any discovery, invention, original work of authorship, improvement, modification, adaptation, process, formulae or technique, whether patentable or not and including works which can be protected under the applicable copyright laws.
- 3.2 The Intern agrees that he/she shall promptly make full written disclosure of all Inventions which the Intern may solely or jointly conceive or develop or which arises out of, or is in any way connected with his/her internship with the Company. Such Invention and all intellectual property rights therein shall be and remain the sole and exclusive property of the Company. The Intern shall not during or at any time after the completion, expiry or termination of internship in any way question or dispute the ownership of the Company over such Invention or any such rights relating thereto.
- 3.3 The Intern agrees that at the time of leaving the internship of the Company, the Intern shall return to the Company and will not retain, keep in his/her possession, recreate or deliver to anyone else, any and all devices, records, data notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or any other material relating to the Inventions. All such devices, records, data notes, reports etc. as aforesaid relating to Inventions shall also form part of Confidential Information.

4. RESTRICTIONS ON USE OF ELECTRONIC EQUIPMENT

- 4.1 Please note that you will not be allowed to bring personal laptops, computers or any other similar electronic equipment into the company or try to access company network with such equipment.
- 4.2 All computers and other electronic equipment provided by the Company would have to be returned on conclusion of the internship.

ANNEXURE II

INDEMNITY UNDERTAKING FOR INTERNSHIP

To,
The HR Country Manager, India
AT&T Communication Services India Pvt. Ltd.

6-94/28/3/2, Sai Bhavan, Huda Colony,
Phase-2, Chandanagar, Hyderabad,
Telangana, India - 500050

I understand that during my Internship with **AT&T Communication Services India Pvt. Ltd.**, I may be working at the Company offices and using the Company provided Transport for commuting as per the requirements of the Company. The access to Company offices, associated facilities and transport is provided to me for the purpose of my Internship with the Company, to further my learning and professional development. In consideration of the same as well as the stipend that I would receive for the Internship, I hereby irrevocably indemnify the Indemnatee from and against any and all claims, demands, actions, suits, losses, costs, charges, expenses, damages and liabilities whatsoever, as a result of any injury, death or loss that may be suffered, sustained or incurred by me arising out of my presence or use of the Company offices, facilities or transport, while pursuing my Internship at the Company, including legal expenses incurred in connection with any such loss, injury or death. I understand that I will not be covered by any insurance policy funded by the Company during my Internship.



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Indemnifier Name: Sriya KVS

Date: 28/09/2022

Place: Hyderabad



T K K Raju (Oct 6, 2022 12:37 GMT+5.5)

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WitnessName: Kishore Kumar Raju T

Date: 06-Oct-2022

Place: Hyd