



**ITU**

**International Technological University**

2711 North First Street - San Jose, CA 95134

Phone (888) 488-4968

[www.itu.edu](http://www.itu.edu)

## **Internship Cooperative Agreement**

This Cooperative Agreement (the "Agreement") is entered into by and between  
Glorian Inc PA  
Name of Corporate Internship Sponsor (the "Employer"), a State of Incorporation  
2300 E.Lincoln Highway,Suite 314,Langhorne,PA  
corporation, with offices at Address of Corporate Headquarters, and the International  
Technological University (the "University"), with its principal offices at 2711 North First  
Street, San Jose, CA 95134. Further, the effective date of this Agreement will be the  
last date of signing by an authorized representative of the parties (the "Effective  
Date").

### **BACKGROUND**

1. This Agreement is designed to formally establish a cooperative training relationship between the Employer and the International Technological University (ITU) for the benefit of students enrolled in the University's various academic degree programs.
2. Where involving a student attending ITU on an F-1 student visa, the parties to this Agreement acknowledge an understanding of the meaning of a proper internship offered through Curricular Practical Training (CPT), as defined by Title 8 of the U.S. Code of Federal Regulations, Section 214(f)(10)(i), which reads as follows:

*"An F-1 student may be authorized by the Designated School Official (DSO) to participate in a curricular practical training program that is an integral part of an established curriculum. Curricular practical training is defined to be alternative work/study, internship, cooperative education, or any other type of required internship or practicum that is offered by sponsoring employers through cooperative agreements with the school."*

3. The parties to this Agreement share a common interest in providing internship work opportunities that will enhance the educational training received by ITU students and that will either result in job offers post-graduation or be beneficial to students in competing for full-time employment elsewhere, once their degree programs are completed.



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The Employer specified below, upon signature by an authorized representative, agrees to cooperate with the International Technological University to provide qualified CPT internship opportunities for students who can meet the Employer's intern hiring specifications.

## 1. Definitions

1.1 **"Qualified Internship"** means a student work opportunity created by an employer that does not put students in the position of substituting for regular employees, and which provides mentoring and training in line with the individual student-intern's career goals.

## 2. Responsibilities of the Parties and Interns

### 2.1 ITU Responsibilities.

2.1.1 The University will provide the Employer with access to potential intern candidates.

2.1.2 The Employer will be provided with a University point-of-contact to resolve any problems with the supervision of ITU interns during the term of the internship.

2.1.3 The University will communicate with the Employer at the start and finish of the internship to assess the appropriateness of the educational work experience, and second, to find out how the internship concluded.

2.1.4 The University may carry out a site visit to any employer internship to check on the progress of student interns and to make sure that internships are in alignment with the educational curriculum of students and the terms and conditions of this Agreement. However, before any site visit is made, an appointment will be coordinated with the intern's immediate supervisor, so as not to cause a disruption in the business of the Employer.

### 2.2 Employer Responsibilities.

2.2.1 The Employer will provide a professional-quality, educational internship work experience for students accepted as interns with the Employer.

2.2.2 The Employer will not employ a student intern to displace a regular worker.

2.2.2 The Employer will provide appropriate and adequate direct supervision of interns by an individual with significant professional experience in the field of study of the student intern.

2.2.3 The Employer ideally will also provide mentoring and guidance that will meaningfully contribute to the advancement of the student intern in his or her career choice.

2.2.4 The Employer affirms by its signature to this agreement that it is an equal



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opportunity employer, and that it does not condone or carry out any discrimination with respect to race, ethnicity, gender, age, sexual orientation, disabilities, or any other legally protected classification under state or federal law.

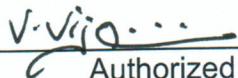
**2.3 Intern Responsibilities.**

- 2.3.1 The Intern agrees to perform the assigned duties in the assigned manner and to maintain loyalty to the Employer within the limitations of his or her duties as a University Intern.
- 2.3.2 The Intern agrees to report any job problems to his or her internship supervisor on the job, and to make the same report to the University Academic/Faculty Advisor.
- 2.3.3 The Intern agrees to adhere to the Employer's company policies and may be terminated for a failure to comply, in the same manner as a regular employee.
- 2.3.4 The Intern has an obligation to attend all work days assigned by the Employer; to fulfill his or her school attendance requirements as a student; and, to maintain satisfactory degree progress. If a student intends to miss any day of work as an Intern, he or she will inform the Academic/Faculty Advisor, and will notify his or her immediate supervisor in the Employer internship before the start of the workday.

We the undersigned, agree to the terms and conditions as presented in this Agreement.

**Glorian Inc**

Company Name / "Employer"



Authorized Signature

**International Technological University**

Authorized Signature

**VICE PRESIDENT**

Title

Title

**Vijaya Valiveti**

Printed Name

Printed Name

**08/03/2015**

Date

Date



8/3/2015

Dear Kalya Archana Bhat,  
ITU student ID number: 87271  
950 Meridian Ave, Apt 65, SanJose, CA 95126  
E-verify #: 861369

This letter confirms that you have been offered a position of Software Engineer with Glorian Inc. Your position will begin on Sep 14, 2015 and end on Jan 10, 2016. During this period, you will report to Vijaya Valiveti / Vice President of Glorian Inc located at **2300 East Lincoln Highway, One Oxford Valley, Suite#314, Langhorne, PA-19047**. This is a paid/unpaid position for which you will receive according to your performance on project.

As discussed during your interview, Glorian Inc offers employees and their eligible dependents participation in its Health and other Benefit plans. Information about Company Benefits, along with guidelines concerning your employment, is contained in Glorian Inc's Employee Handbook. You will be issued a copy of the employee handbook at the time your employment commences.

This offer is contingent upon satisfactory background check, including, but not limited to, verification of employment, prior salary, professional certifications, designations or licenses, and educational background. As a condition of employment, you will be required to present documents to verify your employment eligibility. Attached you will find a list of acceptable documents

This offer letter is not a guarantee of employment for a fixed term. You will be (as set forth in the employment application) employed at will with the privilege of terminating your employment at any time and for any reason; the company will have that same privilege. Together with the employment application this offer letter constitutes the only commitment relating to the offer of employment and supersedes any previous communications or representations, oral or written, from or on behalf of the company.

As a(n) Software Engineer, you will perform the following duties for 40 hours per week:

1. Analyses Business requirements/user problems to determine feasibility of application or design within time and cost constraints. Formulate and define scope and objectives through fact-finding to develop or modify complex software programming applications or information systems (approximately 15% of daily work time)
2. Design and write programs in Java, J2EE, Design front end for customers master list, product list (approximately 20% of daily work time);
3. Formulates and designs software system in Java, using scientific analysis and mathematical models to predict and measure outcome and consequences of design. Includes preparation of



functional specifications and designing of software programs. Builds detailed design specs., and programs for scientific, engineering, and business application. Design data conversion software programs (approximately 15% daily work time);

4. Develops and directs software systems testing procedures, programming and documentation. Also, include testing units and computer software systems, Provide End User Training and Knowledge transfer (approximately 20% of daily work time ); and
5. Perform coding, testing and performance tuning of applications (approximately 30% of daily work time)

This opportunity is offered in conjunction with your graduate program at International Technological University in the field of Masters in Software Engineering Through this opportunity, Your specific goals and objectives will be as specified by the client according to their need. Glorian Inc affirms that this position and the duties to be performed are supplemental to our current staffing and will not replace a vacant position. Should you have any questions, please contact me at **215-525-5720** and **hr@glorianinc.com**

Sincerely

A handwritten signature in black ink, appearing to read "Vijaya Valiveti".

Vijaya Valiveti  
Vice President  
Glorian Inc.

Accept Job Offer

By Signing and dating this letter below, I, Kalya Archana Bhat, Accept this Job Offer of Software Engineer with Glorian Inc.

Signature:

A handwritten signature in black ink, appearing to read "Archana".

Date: 08/03/2015