



**GrowthPaay**

Registered Office: 110, Om Gurudev Plaza, near Sayaji Hotel, Indore, Madhya Pradesh 452010

**January 03, 2023**

To,  
**Kiran,**

**INTERNSHIP OFFER LETTER**

Dear **Chandra A Kiran**,

This is with reference to the discussion you had with us. We are pleased to make you an offer to be part of **GrowthPaay** (the "Company".) You will be working as a **Data Analyst Intern** in our **Indore** office.

Your monthly stipend will be **NULL** for the first 6 months. You will be reporting to the **HR Manager**.

Following are the other terms and conditions of this offer:

1. The offer is valid up to 1 working day from the date of issue. Please return your confirmation in this timeframe. Post that, the offer stands withdrawn.
2. You shall be required to join the Company on **04/01/2023**.
3. Your internship will be subject to an initial period of 6 months, with a minimum commitment of 3 months starting from your date of joining.
4. Upon satisfactory performance, the internship may extend for a longer period as communicated in writing at that time.
5. On successful completion of your internship period, or extended internship period as the case may be, you may be considered for a permanent position at the company if you so desire.
6. In case you decide to leave the said internship at the company, you will be required to give fifteen days notice. The company may terminate the internship at any time due to non-performance or leave of absence without prior approval.
7. While you are in the services of the company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person with or without any consideration. You will devote your whole time and attention to your office work to promote the interest of the company (except for unpaid internship).

8. You will not divulge details like your compensation structure, performance rating, performance bonus amount, increment etc. and will not divulge to any person or utilize any of the company's secrets or other related information (which you may possess by reason of your association with the company) with any external agencies, press etc. outside the company. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the company.
9. During the term of this Agreement and for up to one year after termination of this Agreement you undertake that:
  - (a) You will not directly or indirectly, on your own behalf or in the service or on behalf of others, in any capacity induce or attempt to induce any officer, director, or any employee of the Company to leave the Company.
  - (b) You will not directly or indirectly, on your own behalf or in the service or on behalf of others, in any capacity solicit the business of any customer or consultant of the Company.
  - (c) You will not divert, entice, terminate or reduce Company's relationship with the Customers or otherwise take away from the Company the business or patronage of any Customer, or attempt to do so.
  - (d) You will not directly or indirectly, work with any Company building or having a similar kind of technology platform as GrowthPaay.
  - (e) In addition to the above, any work/project/assignment handled or developed by you individually or as a group on assignments during your tenure with the company, will be exclusive property of the company and you will not have any rights on it, whatsoever.
10. You shall be entitled to public holidays and leaves as per the company leave policy that will be communicated to you by the Company.
11. Please note that during the course of your services with the company, you cannot be a member of any anti-social/national outfits or of any outfit that is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the company.
12. At the time of joining the company you are required to inform your HR Manager about details of any current or past civil or criminal cases instituted against you in any Court of Law or any complaint/show cause notice/prosecution/investigation/FIR etc. pending with/by any Police Station or any statutory authority.
13. Your services in the company are liable to be terminated at any time in the event of:
  - (a) Any breach of the conditions mentioned in this offer letter on your part
  - (b) If the details shared by you in your resume/CV are found to be incorrect or if there is any discrepancy found in the stipulated details such as your previous employment data, pay slips etc. even for a day
  - (c) Any incorrect information or forged documents furnished by you like fake qualification certificates, mark sheets etc.
  - (d) Suppression of any material information by you
  - (e) Any breach of Rules and Regulations of the company as applicable or may be made applicable to you from time to time.
14. Your appointment and your continuation in employment are subject to your being found medically fit from time to time.

**Acceptance of offer letter:** Please note that this offer is valid subject to your signing and returning the duplicate copy of this letter at the time of your joining and also giving an unconditional acceptance of this offer letter to your HR Manager on designated e-mail ID.

We hope your association with us will be mutually beneficial, pleasant and fulfilling. We welcome you and are delighted that you have chosen to be a part of our family.

Accepted  
Signature : 

Name : Chandra A Kiran  
Date : 03-01-2023  
Place : Bangalore

For GrowthPaay :



Shubhra Shrivastav  
CEO

Work Address:

**GrowthPaay**

110, Om Gurudev Plaza,  
near Sayaji Hotel, Indore,  
Madhya Pradesh 452010

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