



Date: 11/4/2025

# JOB CONTRACT

## EMPLOYMENT CONTRACT

### 1. Parties

This Employment Contract (the "Contract") is entered into as of 2025-04-12 (the "Effective Date") by and between International Business Machines (IBM), located in Gurgaon (hereinafter referred to as the "Employer"), and Harshvardhan (hereinafter referred to as the "Employee").

### 2. Position & Duties

2.1. Position: The Employee is hired by the Employer for the position of Intern.

2.2. Duties: The Employee will perform duties as assigned by the Employer, related to the internship program. Specific responsibilities will be communicated to the Employee by their supervisor.

2.3. Reporting Structure: The Employee will report to a supervisor designated by the Employer.

### 3. Term

3.1. Start Date: The Employee's employment will commence on 2025-04-12.

3.2. Term: This is a fixed-term internship for a period of six (6) months.

### 4. Compensation

4.1. Salary: The Employee will receive a monthly stipend of 25,000 Rupees.

4.2. Payment Schedule: The stipend will be paid monthly, on or before the last working day of each month.

### 5. Benefits

5.1. The Employee will be entitled to a hybrid work culture as determined by the Employer.

5.2. The Employee will gain valuable experience during the internship period.

### 6. Work Schedule

6.1. Working Days: The Employee's regular working days will be Monday to Friday.

6.2. Working Hours: The Employee's regular working hours will be from 9:00 am to 6:00 pm, with a one-hour unpaid lunch break.

6.3. Location: The Employee's primary work location will be Gurgaon.

### 7. Confidentiality

The Employee agrees to maintain the confidentiality of all confidential information of the Employer, including but not limited to trade secrets, business plans, customer information, and financial data. This obligation shall continue even after the termination of this Contract.

## 8. Intellectual Property

All intellectual property created by the Employee during the course of their internship, related to the Employer's business, shall be the sole and exclusive property of the Employer.

## 9. Termination Conditions

9.1. Either party may terminate this Contract with two weeks' written notice.

9.2. The Employer may terminate this Contract immediately for cause, including but not limited to breach of confidentiality, misconduct, or unsatisfactory performance.

## 10. Additional Terms

Upon successful completion of the internship and based on the Employee's performance, the Employer may, at its sole discretion, offer the Employee a full-time position. Such an offer, if made, will be subject to a separate employment agreement.

## 11. Governing Law

This Contract shall be governed by and construed in accordance with the laws of India.

## 12. Dispute Resolution

Any disputes arising out of or in connection with this Contract shall be resolved amicably through mutual discussion. If the parties are unable to resolve the dispute through discussion, the dispute shall be submitted to binding arbitration in accordance with the Arbitration and Conciliation Act, 1996.

## 13. Entire Agreement

This Contract constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior or contemporaneous communications and proposals, whether oral or written.

## 14. Signatures

\_\_\_\_\_  
Employer (IBM | Gurgaon)

\_\_\_\_\_  
Harshvardhan (Employee)

Date: \_\_\_\_\_

## SIGNATURES

Authorized Signatory:



IBM

Date: 11/4/2025

