



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") between International Business Machines (IBM), located in Gurgaon (the "Employer"), and Harshvardhan (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: The Employee will report to a supervisor designated by the Employer.

3. Term

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

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

4. Compensation

4.1. Stipend: The Employee will receive a monthly stipend of 25,000 INR, payable [Specify payment schedule, e.g., on the last working day of each month].

5. Benefits

5.1. The Employee will have access to a hybrid work culture.

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

6. Work Schedule

6.1. Hours: The Employee's regular working hours are from 9:00 am to 6:00 pm, Monday to Friday.

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

7. Confidentiality

7.1. The Employee agrees to keep confidential all proprietary information of the Employer, including but not limited to trade secrets, business plans, financial information, and customer data, both during and after the term of this Contract.

8. Intellectual Property

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

9. Non-Compete/Non-Solicitation (Not Applicable for this Internship)

10. Termination Conditions

10.1. Either party may terminate this Contract with [Number] days' written notice.

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

11. Additional Terms

11.1 Upon successful completion of the internship and based on the Employee's performance, the Employer may offer the Employee a full-time position. Such an offer is not guaranteed and is solely at the discretion of the Employer.

12. Governing Law

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

13. Dispute Resolution

Any disputes arising out of or in connection with this Contract shall be resolved through amicable negotiation between the parties. If negotiation fails, the dispute shall be submitted to binding arbitration in accordance with the [Specify relevant arbitration rules, e.g., Arbitration and Conciliation Act, 1996].

14. Entire Agreement

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

Signature (Employer)

Print Name:

Title:

Date:

Signature (Employee)

Print Name: Harshvardhan

Date:

SIGNATURES

Authorized Signatory:



IBM

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