

June 16, 2023

**Mr. Tharun Kumar E**

No 29, G Block, Thanikachalam Nagar,  
8th Main Road, Ponnammanmedu,  
**Chennai - 600 110.**

Dear **Mr. Tharun Kumar,**

Sub: **Letter of Internship**

Congratulations! Further to your application for Internship with SecureKloud Technologies Ltd, herein referred to as "Company", and the subsequent selection process, we are delighted to offer you the internship.

The location of reporting and training will be Chennai, India. The date of starting of your internship will be **19<sup>th</sup> June 2023.**

Your total stipend during the internship will be Rs **10,000** per month, kindly note that taxes if any applicable will be deducted. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your internship, the necessary training and the contractual obligation to be with SecureKloud as per the attachment to this letter.

The duration of the internship is **Six Months** from the date of joining the organization and the location of posting will be Chennai.

During internship you will be governed by the rules, regulations and policies of the Company, which may be subject to changes from time to time.

The terms of this letter shall remain confidential and are not to be disclosed to any third party.

This offer letter is the final agreement between employee and SecureKloud and supersedes all other discussions done orally or through email.

Welcome to SecureKloud. We wish you a long, rewarding and fulfilling internship and look forward to your joining us.

Yours sincerely,

**For SecureKloud Technologies Limited**



**RAMESH SAMPATH S**

**MANAGER – HUMAN RESOURCES**



**Annexure A**  
**Annexure to your Offer as Intern**

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**Welcome to SecureKloud!**

SecureKloud has a broad-banded, Role and competency-based structure.

**1. Training:**

The training program would consist of classroom training and on-the-job training. The duration of the training would be purely based on business requirements and determined by immediate Manager.

**2. Leave:** During internship: 1 day per month.

**3. Notice Period:**

As an intern, you will be required to give one months' notice in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only on the completion of the assignment but not later than the notice period.

The Company may terminate your services immediately on disciplinary grounds or material breach of this contract or for lack of performance.

**4. Background Checks:**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your internship.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining.

**5. Other Terms & Conditions:**

You agree not to undertake employment / Internship, whether full -time or part-time, as the Director / Partner / Member / Employee / Intern of any other organization or entity engaged in any form of business activity without the consent of Company. The consent may be given subject to

*E. Tharun Kumar*

any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You will be required to claim all business-related expenses as per the company policy and settle all dues within 30 days of incurring the expenditure as per Company policies. Expense claims, which are received after 45 days from the date of incurring the expenditure, will require separate approval from the Head of India Operation. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

In SecureKloud, there are policies that are linked to performance management, career growth and annual compensation review of an employee, these policies will be applicable to you. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits are as per the Company's policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete and Non-Disclosure Agreement" (**Annexure B**).

Welcome to the SecureKloud family.

Yours sincerely,

**For SecureKloud Technologies Ltd.**



**RAMESH SAMPATH S**  
**MANAGER – HUMAN RESOURCES**

Encl: A/a





**Annexure B**  
**Non-Compete, Non-Disclosure Agreement**

This Non-Compete and Non-Disclosure Agreement (the "Agreement") is entered into by and between SecureKloud Technologies Ltd; ("SecureKloud") with its principal offices at SecureKloud Technologies Ltd, ("Disclosing Party") and **"Tharun Kumar E, No 29, G Block, Thanikachalam Nagar, 8th Main Road, Ponniammanmedu, Chennai – 600 110, ("Receiving Party")** for the purpose of preventing completion and the unauthorized disclosure of Confidential Information as defined below. The parties agree to enter a confidential relationship with respect to the disclosure of certain proprietary and confidential information ("Confidential Information").

I, **Tharun Kumar E** do hereby acknowledge and confirm the following: -

1. I am accepting internship with SecureKloud Technologies Ltd; ("SecureKloud"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my internship with SecureKloud Technologies Ltd.
2. I am required, on behalf of SecureKloud, to provide services to, or solicit business from various clients of SecureKloud (each such client hereinafter referred to as a "Customer")
3. In consideration of the above, I agree that for a period of twelve (12) months following the termination of my internship with SecureKloud for any reason, I will not:
  - a) accept any offer of employment / internship from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my internship with SecureKloud.
  - b) accept any offer of employment / internship from a Named Competitor of SecureKloud, if my employment/ internship with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment / internship with SecureKloud.

For the purposes of this Non-Compete Agreement, "Named Competitor" shall mean organizations in the business of IT, Software Services, Cloud Computing, Big Data, Identity, Mobile etc.

*E. Tharun Kumar*

## **Non-Disclosure**

### **1. Definition of Confidential Information.**

For purposes of this Agreement, "**Confidential Information**" shall include all information or material that has or could have commercial value or other utility in the business in which Disclosing Party is engaged. If Confidential Information is in written form, the Disclosing Party shall label or stamp the materials with the word "Confidential" or some similar warning. If Confidential Information is transmitted orally, the Disclosing Party shall promptly provide in writing indicating that such oral communication constituted Confidential Information.

### **2. Exclusions from Confidential Information.**

Receiving Party's obligations under this Agreement do not extend to information that is: (a) publicly known at the time of disclosure or subsequently becomes publicly known through no fault of the Receiving Party; (b) discovered or created by the Receiving Party before disclosure by Disclosing Party; (c) learned by the Receiving Party through legitimate means other than from the Disclosing Party or Disclosing Party's representatives; or (d) is disclosed by Receiving Party with Disclosing Party's prior written approval.

### **3. Obligations of Receiving Party.**

Receiving Party shall hold and maintain the Confidential Information in strictest confidence for the sole and exclusive benefit of the Disclosing Party. Receiving Party shall carefully restrict access to Confidential Information to others / third parties as is reasonably required. Receiving Party shall not, without prior written approval of Disclosing Party, use for Receiving Party's own benefit, publish, copy, or otherwise disclose to others, or permit the use by others for their benefit or to the detriment of Disclosing Party, any Confidential Information. Receiving Party shall return to Disclosing Party any and all records, notes, and other written, printed, or tangible materials in its possession pertaining to Confidential Information immediately if Disclosing Party requests, it in writing.

### **4. Time Periods.**

The nondisclosure provisions of this Agreement shall survive the termination of this Agreement and Receiving Party's duty to hold Confidential Information in confidence shall remain in effect until the Confidential Information no longer qualifies as a trade secret or until Disclosing Party sends Receiving Party written notice releasing Receiving Party from this Agreement or 6 months after the termination of internship contract, whichever occurs first.

### **5. Severability.**

If a court finds any provision of this Agreement invalid or unenforceable, the remainder of this Agreement shall be interpreted so as best to effect the intent of the parties.

### **6. Integration.**

*E. J. Sharma Kumar*

This Agreement expresses the complete understanding of the parties with respect to the subject matter and supersedes all prior proposals, agreements, representations and understandings. This Agreement may not be amended except in writing and signed by both parties

**7. Waiver.**

The failure to exercise any right provided in this Agreement shall not be a waiver of prior or subsequent rights.

This Agreement and each party's obligations shall be binding on the representatives, assigns and successors of such party.

**Place:** Chennai

**Date:** 26/6/2023

**Intern Signature:** E. Tharun Kumar

**Intern Name:** E. THARUN KUMAR

Acknowledged by SecureKloud:



**RAMESH SAMPATH S  
MANAGER – HUMAN RESOURCES**

Encl: A/a