Unpaid Internship Agreement

Dear Jesse:

It gives us the absolute pleasure to offer you an internship position with Marketeq! What follows is the agreement between you the intern ("Intern"), and Marketeq Digital Inc. ("Company"). The purpose of this educational internship is for you to learn about our business and to gain valuable insight and experience that is aligned with your career and development path for future job selection, application, and performance in the field. This letter, in addition to the confirmation of the offer, will also do the job of describing the terms, expectations, and condition of your internship in relation to your learnings, projects and tasks collectively hereby referred to as ("Tasks").

Title and Report: Your title will be Nest.js/Typescript Backend Engineering Intern and your mentor and department supervisor will be Christopher Torres, Founder and CEO, reachable at chris@marketeqdigital.com. Everyone can be found on our Pumble channel: **marketeq.pumble.com**! The internship will be performed remotely where students will join once per day on daily calls in order to receive instruction and get feedback on their work from their supervisor.

Effective Date: The term of this internship begins on Monday, May 26th, 2025 and will end on Tuesday, August 26th, 2025 unless extended by mutual agreement.

Time Commitment: This is a part time role where the intern is expected to work 15-20 hours per week. This Internship program is fully remote with flexible working hours. Please let us know as far in advance as possible on details of your planned vacation days and time off minimum of 15 days prior. Internship is to begin immediately upon agreement with a duration of 90 days, unless extended by mutual agreement of both parties.

Before you onboard (Day 1):

You'll be expected to hit the ground running by understanding the backend architecture, AI readiness, and data systems that power Marketeq. To succeed in this role, you should be able to confidently speak to the following areas and apply them to your responsibilities:

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Intelligent System Design & Architecture:

- What are key architectural considerations when building **microservices with NestJS (TypeScript) and Python** in a scalable, serverless environment?
- How do you structure **authentication flows and permission layers** securely for a multi-vendor or SaaS platform?
- What are the performance trade-offs when managing **PostgreSQL queries, indexes, and pipelines** at scale?
- How would you design a backend system to be modular and microservice-ready for future scalability?

AI/ML Readiness & Behavioral Intelligence:

- How would you structure a NestJS microservice to dynamically suggest entities (e.g., projects, tags, roles) based on a user's profile or activity logs?
- What strategies would you use to optimize search and filtering capabilities in a NestJS backend?
- How would you implement an event-based system to detect unusual spikes in user activity or category usage across services?
- How would you define and maintain a scoring or ranking system (e.g., for user profiles or project listings) using rule-based logic or metadata-driven rules in a distributed system?
- What tools or testing frameworks do you use to validate microservice behavior under real-world traffic or edge-case conditions?

Domain Knowledge & Context:

- Who are some current or emerging competitors to Marketeq?
- Can you confidently pitch Marketeq's core product, its value proposition, and its ideal customer segments to a technical team?

Requirements (initial where exception was provided):

- You will have to show proof of completion or current enrollment in a Computer Science, Information Systems, AI/ML Engineering, or Data Engineering curriculum.
- Sample backend architecture diagrams, data models, or microservice workflows may be requested (works provided must be the sole property and under the authorship of the applicant)
- Past related work experience strongly preferred (internship, co-op, part/full-time work experience, volunteering etc.)
- Technical requirements: Interns must be able to access a **_personal laptop/PC_** to communicate with webcam, use Google Suite, access online multimedia (Zoom, Figma, Google suite)

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Intern agrees to and/or acknowledges that he/she meets or exceeds the above requirements:

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Conditions of the Agreement:

1. The internship is related to an educational purpose and there is no guarantee or expectation that the activity will result in employment with the Company, however; all past Interns and their performance are recorded and kept in an internal database for future considerations.

2. The intern will receive significant educational benefits and real-world-like training and experience from the internship that is for the express benefit of the Intern.

3. The Intern does not replace or displace any employee of the Company but compliments our team. The internship does not create an "employment" relationship under the Fair Labor Standards Act ("FLSA") or any other definition, and the FLSA's minimum wage and overtime provisions do not apply. Intern is not considered an employee under the Office of People Operations, Culture, and Talent.

4. Intern is not entitled to wages or any compensation or benefits for the time spent in the internship beyond experience, learnings, and personal growth provided during time spent.

5. Company is not liable for injury sustained or health conditions that may arise for the unpaid intern during the course of the internship.

6. All interns will receive a minimum of two formal evaluations or one every ~45-day cycle, and receive a final review/exit interview upon completion of internship. Upon request of the intern, we would gladly provide a recommendation on LinkedIn as well as referrals, if the intern meets or exceeds expectations.

The Intern specifically agrees to and acknowledges the following:

1. This internship is educational in nature and there is no guarantee or expectation that the internship will result in employment.

2. Company may at any time in its sole discretion, terminate the internship without notice or cause.

3. Intern will maintain a regular internship schedule determined by the Intern and the Company.

4. Intern will demonstrate honesty, punctuality, courtesy, a cooperative attitude, and a willingness to learn.

5. Intern will obey the policies, rules, and regulations of the Company and comply with the Company's business practices and procedures.

6. Intern will furnish his/her supervisor with all necessary information pertaining to the internship, including related assignments and updates.

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7. Under no circumstances will Intern leave the internship without first conferring with Intern's supervisor in written form. Intern is required to give 3 days notice prior to unanticipated departure or if an emergency arises, Intern will alert supervisor no more than 3 days after if conditions allow it. Whenever this agreement ends, the **Non Disclosure of Confidential Information** section below will continue to apply indefinitely.

8. Transportation to and from your internship site is the responsibility of the Intern. The internship is fully remote and should transportation be needed to gain access to a computer workstation or telecommunication equipment as needed for the internship, the Company is not liable for any reimbursements, accrued fees, or charges in relation to said access.

9. Intern assumes all of the risks of participating in the internship program. In consideration of the opportunity afforded to the Intern to participate in the internship program, Intern hereby agrees that he/she, his/her assignees, heirs, guardians, and legal representatives, will not make a claim against the Company or any of its affiliated organizations, or either of their officers or directors collectively or individually, or any of its employees, for the injury of death to Intern or damage to his/her property, however, caused, arising from his/her participation in the internship program. Without limiting the generality of the foregoing. Intern hereby waives and releases any rights, actions, or causes or action resulting from personal injury or death to him/her, or damage to his/her property, sustained in connection with his/her participation in the internship program.

10. **Non-Disclosure of Confidential Information**:

    a. **Agreement Not to Disclose**: During your internship and (if your internship is discontinued for any reason whatsoever) thereafter, you agree to hold in strictest confidence, and not to use, except for the benefit of the Company to the extent necessary to perform obligations to the Company, and not to disclose to any person, firm, corporation or other entity, without written authorization from the Company in each instance, any Confidential Information (as defined below) that you obtain, access or create during the term of the internship, whether or not during working hours, until such Confidential Information becomes publicly and widely known and made generally available through no wrongful act of yours or of others who were under confidentiality obligations as to the item or items involved. You further agree not to make copies of such Confidential Information except as authorized by the Company and that you will not reverse engineer or attempt to derive the composition or underlying information, structure, or ideas of any Confidential Information. The foregoing does not grant you a license in or to any of the Confidential Information.

    b. **Definition of Confidential Information**: means information and physical material not generally known or available outside the Company and information and physical material entrusted to the Company in confidence by third parties. Confidential Information includes, without limitation: (i) Company Inventions (as

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defined below); (ii) technical data, trade secrets, know-how, research, product or service ideas or plans, software codes and designs, developments, inventions, research or laboratory notebooks, processes, formulas, techniques, mask works, engineering designs and drawings, hardware configuration information, lists of, or information relating to, employees, interns and consultants of the Company (including, but not limited to, the names, contact information, jobs, compensation, and expertise of such interns, employees and consultants), lists of, or information relating to, partners, vendors, investors, suppliers and clients (including, but not limited to, clients of the Company on whom you called or with whom you became acquainted during the internship), price lists, pricing methodologies, cost data, market share data, marketing plans, licenses, contract information, business plans, financial forecasts, historical financial data, budgets or other business information disclosed to you by the Company either directly or indirectly, whether in writing, electronically, orally, or by observation.

c. **Assignment of Intellectual Property**: means discoveries, developments, concepts, designs, ideas, workflows, prototypes, know-how, improvements, inventions, trade secrets, and/or original works of authorship, whether or not patentable, copyrightable, or otherwise legally protectable. You understand this includes, but is not limited to, any new product, machine, article of manufacture, method, procedure, process, technique, use, equipment, device, apparatus, system, compound, formulation, the composition of matter, design, or configuration of any kind, or any improvement thereon. You understand that "Company Inventions" means any and all Inventions that you may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of the internship.

d. You further agree to assign to the Company, or its designee, all right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, drawings, discoveries, algorithms, formulas, computer code, ideas, trademarks, or trade secrets, whether or not patentable or registrable under patent, copyright or similar laws, related to the Company's business, which you solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, with the use of Company's equipment, supplies, facilities, assets, or Company Confidential Information, or which may arise out of any research or other activity created in the scope of this internship.

e. In consideration for your internship at the Company, and disclosure of the information, you also agree that: (1) on the end of your association with the Company, you will promptly return all Proprietary Information and Confidential Information and all copies, extracts, and other objects or items in which it may be contained or embodied; (2) you will promptly notify the Company of any unauthorized release of Proprietary Information and Confidential Information within your control; (3) you agree to follow the Company's strict policy that

employees and interns must not disclose, either directly or indirectly, any information, including any of the terms of this letter, including other employees and interns of the Company; provided, however, that you may discuss the terms of this letter with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice; and (4) you understand and agree that any breach by you of the provisions in this section could cause the Company to suffer irreparable harm and no adequate remedy at law would be available in respect thereof. Accordingly, you agree that upon any such breach, the Company shall be entitled to seek equitable relief, as well as such further relief as may be granted by a court of competent jurisdiction.

11. **Miscellaneous:** (1) If any term or provision of this Agreement shall be held illegal, unenforceable, or in conflict with any law governing this Agreement the validity of the remaining portions shall not be affected thereby; (2) the failure of either party to enforce its rights under this Agreement at any time for any period shall not be construed as a waiver of such rights; (3) neither party shall assign or transfer all or any part of its rights under this Agreement without the consent of the other party; (4) this letter reflects the entire agreement regarding the terms and conditions of your internship. Accordingly, it supersedes and completely replaces any prior oral or written communication on this subject; and (5) this letter may not be modified or amended except by a written agreement, signed by the Company and by you.

12. Intern agrees to adhere to the Code of Conduct, Intern Handbook, and all other applicable internal policies.

I understand that this unpaid learning experience is not employment, this is not a contract of employment, and that Intern is not entitled to wages or a promise of employment at the completion of the unpaid structured learning experience.
Note that if you are currently attending University and if credit is available from your school for participation in an internship, we are glad to work with you to meet any requirements for receiving credit.

Sincerely,

Marketeq Digital Inc.
Christopher Torres, Chief Executive Officer

Signature: _____

Date: _05 / 01 / 2025_____

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Marketeq

2121 Biscayne Blvd #1154, Miami, FL 33137

Acknowledge, Consent, and Agreed:

Print Your Full Legal Name: _Jesse Kiprotich Sugut Chumo_

Street Address: _700 W Mitchel Circle, Apt 638_

City, State ZIP Code: _76013 ,Arlington ,Texas_

Mobile Number: _6823716966_

Intern Signature: _Jesse Chumo_

Date: _05 / 01 / 2025_

We really look forward to having you join the Marketeq Team!

Description of Internship Responsibilities:

- Build and optimize backend microservices using NestJS (TypeScript)
- Develop internal and external APIs (REST/GraphQL) across service layers
- Implement secure authentication and authorization flows using NextAuth/Auth0
- Integrate with third-party services such as Stripe, Strapi CMS, and other dev tools
- Design and maintain the API gateway layer for efficient service communication
- Write scalable PostgreSQL queries, design schemas, and manage indexes for performance
- Fix backend bugs and performance issues identified through QA, logging, or monitoring tools
- Create automated jobs (e.g., CRON-based tasks, webhooks, data sync pipelines)
- Write modular, reusable code following best practices and clean architecture patterns
- Implement logging, error handling, and monitoring logic to support observability
- Participate in code reviews and collaborate with senior engineers on architecture decisions
- Contribute to CI/CD pipelines using GitHub Actions for automated testing and deployment
- Support deployment and monitoring on Heroku's microservice infrastructure

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