

23rd Dec 2021

To,
Ms. Krishnitha,
Batara Balike House, Athikaribettu,
Mulky Mangaluru Taluk, Dakshina Kannada - 574154

Dear Krishnitha,

Sub: Offer and Appointment as Intern

Congratulations!!!

Subsequent to the discussion we had recently with you, we are pleased to offer you an Internship with EPAM Systems India Private Limited (the **Company**) as per the terms and conditions mentioned below: -:

1. **DATE OF JOINING**

Your internship will commence from **Jan 3, 2022** for a duration of **06 months** ending on **June 30, 2022**

2. **DESIGNATION**

Intern

3. **COMPENSATION**

During your Internship period, you shall be eligible for a Stipend of **INR 15,000 (Rupees Fifteen Thousand Only) per month with applicable statutory deductions as detailed in Annexure-I**

4. **LEAVE**

You will be entitled to 12 Days leave in a calendar year on a monthly accrual basis (1 per month).

5. **Holidays**

Interns based out of Hyderabad, Pune and Bengaluru location are entitled to 9 Mandatory and 3 Open Optional Holidays can be availed as per the Intern's choice on any day in the year for regional festival/personal event. Interns working out of client locations shall follow the client holiday calendar.

- Interns joining between January - March are entitled to all three optional holidays for the first calendar year.
- Interns joining between April - September are entitled to two optional holidays for the first calendar year.
- New Interns joining between October - December are entitled to one optional holiday for the first calendar year.

6. **Working Hours**

The Company follows 05 working days a week, with Saturday and Sunday as weekly days off for General shift Interns. The core working hours are from 9 AM to 6 PM. These working hours and working days may vary depending on project requirements and at the Company's discretion with reasonable notice, in accordance with applicable laws. If you are designated to work shifts, you shall be eligible for shift allowance as per Company policy.