ARTICUNO
CODING
LLP

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45, Sathiyamoorthy 4th Street
Madurai -625002

LLP IDENTIFICATION NUMBER: **AAZ-1848**

Dear Mayank Arya,

We are pleased to have the privilege to inform you that you have been selected for a full-time internship role as a **Frontend Developer** at our organization (Articuno Coding LLP).

We hope you will prove yourself to be a very hardworking and reliable worker for our organization. Your internship will begin from 15th December, 2022. We hope our members will enjoy your hard work, friendly behaviour, and good nature.

Your appointment will be governed by the terms and conditions presented in the Non-Disclosure Agreement. **Please to read through the employment documents carefully and sign it**

We are eagerly waiting to work with you.

Thank you,

A.Deva Krishna

CEO, Articuno Coding LLP

Position

Job Title

You are being offered a full-time internship role as a Frontend Developer. You will be primarily working in ReactJS and help us successfully meet our project objectives on time. You will be involved in planning, execution and delegation of tasks among developers. The role will demand maintaining healthy client relations and technical conflict resolutions with developers. It is expected of you to maintain utmost professionalism while dealing with the different aspects of the job role.

You will be working for 8 hours a day, 6 days a week. The timings will be from 9 A.M. to 5:30 P.M. on the working days which includes a half an hour lunch break, in case of unavailability on certain days, you are requested to inform to the management immediately. If the work is delayed due to unforeseen circumstances, you shall take your time and finish it during the weekend and submit to the management.

Hiring Terms

These terms are binding and dictate the validation of this offer letter,

Probation: There will be a 5 days probation period, where you will have to work for 8hrs/day for 5 days from 9 A.M. to 5:30 P.M (includes a half an hour lunch break). In case, your work is not satisfactory according to the team, we will have to decline the offer to you, but we will pay you at the rate of 400 rupees per day during the probation period for working with us.

Taking leaves: We don't offer paid leaves, so in case you take leave during the month, you will have to compensate for it by working on weekends.

Salary

During your employment, you will be paid a base salary of 10,000 Rupees and incentives based on your performance up to an additional 5000 Rupees. Your compensation will be paid in full in accordance with the Company's payroll process, and subject to applicable tax and other withholdings.

Employment Relationship

Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning

that the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

Privacy and Confidentiality Agreements

Privacy Agreement

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Conflict of Interest Policy

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time). By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Intellectual Property Rights

All materials, including, but not limited to, software, programs, source code, and object code, comments to the source or object code, specifications, documents, abstracts and summaries thereof developed by Employee in connection with the provision of the Services to Client, or jointly by Client and Articuno Coding, or by Client pursuant to the specifications or instructions provided by Client (the "Product"), shall belong exclusively to Articuno Coding.

Articuno Coding's business models & services, and other proprietary information and associated products, copyrights, trademarks, trade names, and logos developed by Articuno Coding shall remain the exclusive property of Articuno Coding.

Confidentiality

The Employee agrees to hold proprietary or Confidential Information in strict confidence, including the project or product concept, idea, execution, and approach discussed with the Client during project development and execution. The Employee agrees not to share proprietary or confidential information in any form with any third party other than those specified in this Agreement or any subsequent Proposal. The Employee agrees that in the event of use or disclosure by the Employee; the Company may be entitled to equitable relief. On termination or expiration of this Agreement, both the Employee and the Company acknowledge and agree that their obligations of confidentiality with respect to proprietary or confidential information shall continue even after employment termination.

Termination Conditions

The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

Entire Agreement

This Agreement and all exhibits and schedules set forth the entire agreement between the parties with regard to the subject matter hereof. Neither party has made any other Agreements, representations, or warranties to the other with respect to the subject matter of this Agreement, except as referenced herein.

Enforceability

This contract is enforceable pursuant to the Laws of the State of Tamil Nadu and any dispute shall be brought in Madurai Court, Tamil Nadu, India.

Interpretation, Amendments and Enforcement

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this NDA by signing and dating this agreement.

Signatures

Each person who signs this agreement represents that he/she is authorized to sign this document and bind his/her company to the terms of this Agreement. Also, it is understood that the signer has gone through the terms mentioned in this document and accepted the terms mentioned in this Service Agreement.

Date – 13-12-2022.

For Articuno Coding,   **For Employee,**

Deva Krishna Asokar   **Mayank Arya**

CEO   Frontend Developer

Articuno Coding LLP

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