



Internship Offer

Ref: GingerTeq/OL/08105024/05

Mrinmoy SadhuKhan

Date: 19th May, 2024

Subject: Offer Letter as Android development Intern

Dear **Mrinmoy**,

Congratulations!

I am pleased to offer you the position of Android development Intern, subject to the terms and contingencies set forth below. Your date of joining is 20th May, 2024. Internship tenure will be 2 months and it will come to an end on 20th July 2024. The employment location is Bangalore, India. You will receive a monthly compensation of INR 8000. Please sign the duplicate copy of this letter and return it to us as a token of your acceptance.

Welcome to Team GingerTeq (GingerTeq till date operates as a unit of Sunglow HealthCare Pvt Ltd). We promise a fun journey of learning, challenges and opportunities galore. Come on, hop on board!

Yours Sincerely,

Ashish Verma
(CEO)
GingerTeq.com

APPOINTMENT

1. You shall be appointed to the position of Android Developement Intern.
2. You will join as early as possible but not later than 20th May, 2024.
3. Internship tenure will be 2 months. It will come to an end on 20th July, 2024.
3. You shall be based in Bangalore.
4. Your employment with the company is subject to
 - a. The accuracy of the certificates and information provided by you
 - b. Your being free from any contractual agreements that restrict your joining the company from the aforementioned date

STIPEND

1. As an employee of the company you will receive a monthly gross salary of INR 8000. This will be disbursed to you according to the prevailing compensation plans of the company.
2. The compensation paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of overtime and other allowances.
3. You will be eligible for a total performance bonus of INR 2,000 per month. This bonus will be paid at once after you complete the internship tenure of 2 months prorated to performance rating.

WORKING HOURS

1. Our Working Hours are from 10 am to 7 pm, Monday through Friday.

CODE OF CONDUCT

1. You shall, at all times, be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
2. You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or commercial activity, whether as a principal, agent or otherwise. You can engage in non-commercial external activities, with the prior approval of the Company and only if it does not impinge on your work in the organization.

3. You shall keep strictly confidential details of your salary and employment benefits within and outside the Company.
4. You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties.
5. You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to wireframe, images or such other proprietary information relating to the Company's business.
6. You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline and service conditions such as leave, medical etc. as if these conduct rules, regulations, policies et al, were part of this contract of appointment.
7. Your performance will be subject to quarterly review by the Head of department.

RESPONSIBILITIES

1. Your job responsibilities will be as discussed and mutually agreed upon during the work.
2. You will be majorly involved in Android development.

RESERVATION OF RIGHTS

1. All rights for the work carried out for the company will stay with the company. Upon completion of the work or disassociation from the company, you may not share/sell the data of the company with any third party without the written consent of the company. Ideas discussed during your tenure at the company may also not be disclosed outside.
2. Copyright to the documents produced by the Team shall be vested with the company. This ownership is to include code, design, photos, work-up files and text specifically designed or purchased for completion of this project.

CONFIDENTIALITY

1. By signing this contract you are also signing a non-disclosure and confidentiality bond. By signing this contract you herewith agree not disclose any business related information to any source outside the company during the period of your employment. All information related to the company, its business, website, clients, customers and suppliers will be treated with confidentiality. Till the time a separate confidentiality and non-disclosure bond is signed this offer letter will be treated as a legal contractual bond.
2. Non-Solicitation: For a period of one year following the end of your employment, you agree not to directly or indirectly recruit or attempt to recruit or hire any employee(s), sales representative(s), agent(s) or consultant(s) of the Company to terminate their employment, representation or other association with the Company without the prior written consent of the Company.
3. Non-Disparagement: From your departure and in perpetuity, you further agree not to make any statement or criticism that could reasonably be deemed to be adverse to the interests of the Company or its current or former officers, directors, or employees. Without limiting the generality of the foregoing, this includes any disparaging statements concerning, or criticisms of, the Company and its current or former directors, officers or, employees, made in public forums or to the Company's investors, external analysts, customers and service providers.

TERMINATION OF EMPLOYMENT

1. During the internship either the Company or you may at any time terminate this agreement by giving in writing to the other party 15 days notice.
2. Company reserves the right not to relieve you of your services in the event that all Company documents / property in your custody have not been properly handed over by you to an authorized representative. Further it is mandatory for you to perform the handing over (that is, training of your replacement and handing over of all your projects and work to him/her).
3. If you remain absent from work without authorization or reasonable explanation in writing for more than five consecutive days (including overstay of leave/training), it will be presumed that you are no longer interested in working for the company and have abandoned its services. In such a case company will have the right to terminate your contract of service with immediate effect and no statutory compensation.

Kindly sign and return a copy of this letter along with two passport sized photographs, copy of a photo identity and pan card. Please initial each page in acceptance of the terms and conditions set out herein.

We welcome you and wish you every success in your career with GingerTeq.

I confirm acceptance of this offer letter and certify that I have understood all the terms and conditions stated herein. I understand that by signing this I am also signing a non-disclosure and confidentiality agreement with the company.

(Mrinmoy SadhuKhan) *Mrinmoy Sadhukhan*

Date: 20/05/2024

Place: Bangalore