



## OFFER OF EMPLOYMENT

Dear Subrata Chowdhury,

Banao Technologies (a subsidiary of ATGWorld Networks Pvt Ltd) is excited to offer you the position of **MERN Stack Developer Intern** at our org. This offer of employment is for an internship position for an estimated time duration of 6 months from the date of joining. This offer letter can not be used as a proof of internship completion.

**1. Designation:** **MERN Stack Developer Intern**

**2. Date of Joining:** 04/11/2025

**3. Location of Work:** Work From Home

**4. Compensation:** [Performance Based](#). See table below.

Salary Components	INR
Expected Monthly pay	<a href="#">Rs 2500 /-</a>
<a href="#">Performance Component</a>	<a href="#">INR 100/- per task.</a>

Duration 6 months (Estimated)

Based on your performance during the first month, you may be eligible for a **Fixed Pay Band** from the second month. A written email confirmation will be mandatorily required from your mentor to be upgraded to fixed pay. The fixed pay structure tentatively applicable from second month will be as follows:

Internship Type	Stipend Value INR
Part-Time Interns committing 3-4 hours for internship	Rs. 4000/- to Rs.5000/- monthly
Full-Time Interns committing 6-8 hours for internship	Rs. 8000/- to Rs.10000/- monthly

This offer is valid for 3 days from the date of this email. Please confirm your acceptance by replying to our email.

Yours sincerely,

Saurabh Bassi

(Founder / CEO, ATGWorld Networks Pvt Ltd.)

## TERMS AND CONDITIONS

**Data Privacy and Confidentiality:** Any breach of client or company confidential data to public portals may not only result in immediate termination but in lawsuits. Keep all data private.

## Internship Start

Your internship officially begins once you are assigned to a project. If no project is available, you may be placed "on bench," which is unpaid time and doesn't count towards your internship duration.

## Probation Period

The first 1 month of your internship is considered as your probation period. If performance is unsatisfactory, this period may be re-imposed or extended.

## **Duration and Notice Period**

The estimated duration of the internship is mentioned above. You will be relieved of the internship only if you do not have any open issues / bugs / projects that you are actively part of i.e. you will only be relieved after your projects and deliverables are over and confirmed by your manager. We recommend that you plan and discuss the internship duration extension / termination One month (30 days) before the actual end date. Failure to provide the notice will result in extension of the internship.

**If, upon mutual consent, an intern leaves the internship in the middle with a notice period, the intern will be paid only 50% of the pay for 1 month notice period. Failure to serve the notice period will result in forfeiture of the pay, an escalation to both the hiring platform and the college. Along with this the candidate's FnF will be put on Hold or forfeited as per the decision of the management.**

## **Continuous Skill Learning Training Program**

During your Internship period, there will be a continuous Training & Assessments based Learning system which will help you in upgrading your skills. The training is free for interns. Continuous skill growth will lead to growth opportunities within the organisation.

## **Work Expectations**

You will need to work for 5-6 days a week with flexible hours but are expected to attend meetings as scheduled by your manager. You must meet task deadlines and participate in daily status updates.

## **Attendance & Leaves**

**Attendance:** Your daily attendance will depend on the following 3 conditions:

1. Attending the meetings scheduled on your calendar.
2. Developers are required to push the code daily to the GitHub repository.
3. Submit your EOD (end of day) report.

**Leave Policy:** In case of a planned leave you will need to Inform your manager 7 days in advance. Uninformed leaves can result in loss of pay and/or probation and/or termination. Planned Leaves include reasons such as Exams, Personal Travel or Vacations, must be informed 7 days in advance. Any leaves taken will be subject to a pay cut.

## **Performance-Based Pay**

Your tasks may be defined as bugs, features, test reports, etc. Please check with your mentor. We tend to convert interns to fixed pay in the 2nd or 3rd month of their internships. Payments are made to your bank accounts between the 7th - 15th of the next month.

## **Work Timings**

For Developer and Tester Roles, the timings are flexible. However, we expect you to maintain consistent availability at a pre-reported time every day. For Managerial roles, daytime availability is essential to ensure participation in client calls and meetings.

## Certificate & LoR

Internship completion certificates will be provided at the end of your internship (6 months) based on your manager's approval. No certificates are provided to interns who leave in the middle of the internship. Letters of Recommendation (LoR) are provided only to interns who perform beyond their assigned roles and contribute to management or leadership tasks.

Should an intern want to continue the internship after the internship cycle, an internship completion certificate will NOT be provided. However, an ongoing internship certificate can be provided, which will state that the intern is presently pursuing an internship with the company for the last X months.

OFFER LETTER

ATG CONFIDENTIAL

I Subrata Chowdhury, accept the offer.

I Agree