JAINEMO PRIVATE LIMITED

31st October 2025

Internship Offer Letter

Dear **Sakshi Sanjay Deshmukh.,**

We are pleased to get you Onboard with us as an **Intern for Teaching Assistant (DSA in Java)** on Parttime basis**,** with effect from **1st November 2025**, work from home. Following are the terms and conditions.

Terms and Conditions:

1. ## Working Days:
    a. **Working Days:** Monday-Saturday
    b. **Working Hours:** 4 hours per day
    c. **Time Slot:** 8 pm - 12 am
    d. **Internship Starting date: 1st November 2025**
    e. **Internship Duration:** 4 months

2. ## Remuneration:
    a. **Stipend: INR 14,000 to 20,000/-** for the entire Internship (Depending on the average rating received from students, Questions solved, Difficulty level of Questions and number of leaves taken during the Internship the Stipend amount would be calculated).

Total No. of Coding doubts Solved	Stipend Range
>1100 coding doubts	Rs 18,000 – Rs 20,000/-
>800 to 1100 coding doubts	Rs 16,000 – Rs 18,000/-

>600 to 800 coding doubts	Rs 14,000 – Rs 16,000/-
Students Solving **less than 120 Coding doubts per month**	**Performance Review and can lead to Internship Termination or stipend less than 14,000/- (Performance Based, Pro-rata basis)**

b. Stipend will be credited **at the end of 4 months** of Internship (Between 7th-10th of March 2026 Intern shall receive the stipend).

c. All the rights to content, including answers which are prepared by the Intern shall be with Jainemo Pvt. Ltd. and can be used on any platform by the organization regardless of any time constraint.

d. The content prepared with Jainemo Pvt. Ltd. shall not be used by the Intern in any manner on any platform or shall not be used for any personal work.

e. **1 month is Probation period**. Failing to meet everyday goals will lead to termination.

f. **Please Note**: Only Sunday is a holiday. No other leaves (except Sundays) is allowed during the Internship.

g. **TA's solving >1000 doubts during their internship tenure, will receive an opportunity of extension of this paid Internship for a year** and they will receive revised Internship offer letter and compensation from the company (The extension of Internship will be based on the willingness and availability of the Intern).

3.   Responsibilities:

- Solving Students doubts regarding DSA in Java in form of Text solutions/Debugging the Code/Assisting students over call to resolve their doubts on the portal.

- Ensuring availability during the time slot mentioned and staying Online to resolve doubts.

- Solving **10-14 doubts per day** depending on the number of doubts asked by students. In case, if number of doubts solved is less in a week then Intern can cover-up backlog by working on Sunday and solving doubts in any slot.

- The students would be asked to give ratings to Teaching Assistant after solving each question and that would be considered for evaluating the performance.

- Informing about Exam leaves/any Casual leave **atleast 7 days prior** along with exams schedule in the mail.

- In case of any health related issue and unavailability, the Intern must inform **atleast 24 hours prior.**

- The Intern shall not use or prepare similar content or replica of it for any other platform during or after his tenure with the company.

- Providing error free doubts solution to students and resolving their queries on our portal in minimum time span.

- Providing the solution that is logically, factually, linguistically accurate and consistent as per the standard and Instructions of organisation

- Ensure availability of Laptop and Wi-fi connection with good Internet Connectivity Speed.

4.   Notice Period:

The Internship tenure is of 4 months. In case, the Intern plans to leave the organisation he should give an advance notice of 15 days. In case the same is not done, Jainemo Pvt. Ltd. has the complete right to claim damages for the same.

Jainemo Pvt. Ltd. may terminate the agreement for any of the following reasons, with or without any notice period or with or without Stipend in lieu of the notice period:

a)   Failure to perform his obligations to the standards required by Jainemo Pvt. Ltd.;

b)   Misconduct;

c)   Insubordination;

d)   Concealment of material information;

e)   Criminal conviction;

f)   Acts which may harm the reputation of Jainemo Pvt. Ltd. ;

g)   Failure to adhere to the Human Resources Policies;

h)   Breach of code of conduct of Jainemo Pvt. Ltd. ; or

i)   Any acts are done by the Service Provider which may be considered as a breach of rules and policies of Jainemo Pvt. Ltd. or warrants action outside the policy

5.   Copyright Clause:

It is agreed and acknowledged by the Intern that the ownership of copyright and any other intellectual property, while he/she is working with Jainemo Pvt. Ltd. or even after the completion of course shall be with Jainemo Pvt. Ltd. in perpetual. The Intern acknowledges and agrees that he/she shall fully indemnify and hold Jainemo Pvt. Ltd. harmless against all loss or liability arising from any third-party IP claims arising from his/her work.

6.   Confidentiality Clause:

- The Intern agrees that he/she shall in no case disclose any information related to Jainemo Pvt. Ltd. and the project to any third party.

- The Intern shall not use the information related to the project for his/her personal use or for third party use.

- The **Intern shall not disclose** on any social media platform (Linkedin/Telegram/Youtube etc.) regarding his role with the company **or mention Apna College on any platform**, else Jainemo Pvt. Ltd has complete rights to claim damages for the same. No certificate to be posted on any social media platform.

- **The Intern can only mention as working in Stealth Startup wherever required during or after his/her tenure with the company.**

If you accept this offer, please sign and mail it at **hr@apnacollege.in** at your earliest convenience.

Best Regards,

HR DEPARTMENT

Intern Name: Sakshi Deshmukh

JAINEMO PRIVATE LIMITED

Intern Signature: