

Internship Agreement – Training & Internship

This Internship Agreement (“Agreement”) is made and entered into on **06-10-2025**, by and between:

1. **Sophrion**, having its registered office at **Andhra Pradesh**, India,
2. **Vynedam**, having its registered office at **Hyderabad**, India (collectively referred to as the “Companies”), and
3. **G.Suryakiran Reddy**, residing at Karimnagar (“Intern”).

Collectively, the Companies and the Intern are referred to as the “**Parties.**”

1. Purpose of the Internship

The purpose of this program is to provide the Intern with **practical exposure, industry learning, and skill development** through tasks and projects assigned by the Company.

- This internship is intended purely as a **learning and training experience** and does **not constitute an offer of employment**.
- During the **training period** (commencing on 06-10-2025 and ending on 31st December 2025), the Intern participates voluntarily.
- From **1st January 2026 onwards**, the Intern will be formally recognized as an **Intern of the Company** for the duration of the internship, subject to satisfactory performance.

2. Duration

- **Training Period:** 06-10-2025 → 31st December 2025 (voluntary participation).
- **Internship Period:** 1st January 2026 → 06-04-2025 (formal internship recognition).
- Either party may terminate this Agreement in accordance with Section 9.

3. Nature of Engagement

- The internship is **unpaid**, and the Intern shall **not be entitled to salary, stipend, or any employment benefits**.
- This Agreement **does not create an employment relationship**.
- Based on performance and business requirements, the Company may **consider the Intern for a full-time position** at its sole discretion.

4. Roles and Responsibilities

The Intern shall:

1. Perform tasks, assignments, and projects as directed by the Company or assigned mentors.
2. Be available during **core collaboration hours: 3:00 PM – 8:00 PM IST** for meetings, discussions, mentorship, and task clarifications.
3. Maintain **professionalism, integrity, and discipline** in all communications and project work.
4. Use personal devices for all work; Company-provided assets (laptops, monitors, etc.) will **not** be provided.
5. Collaborate effectively with mentors and other team members while following project management tools and processes.

5. Leave Policy

- **Casual Leave (CL):** 1 day per month (non-carry forwardable).
- **Weekly Offs:** Saturdays and Sundays.
- **Public Holidays:** Observed as per the Government of India calendar.
- Leave requests must be submitted in advance through the designated system or mentor approval.

6. Confidentiality

- The Intern shall maintain **strict confidentiality** regarding all Company information, data, and intellectual property **during and after the internship**.
- The Intern agrees to comply with the **Non-Disclosure Agreement (NDA)** executed prior to the commencement of training/internship.

7. Intellectual Property

- All work, research, designs, code, documentation, or materials produced by the Intern during the training and internship periods shall be the **exclusive property of the Company**.
- The Intern irrevocably **waives any rights** to such intellectual property and agrees to assist in executing any documents necessary to perfect ownership rights of the Company.

8. Code of Conduct

The Intern shall:

- Adhere to all Company policies, including the **Internship Handbook** and other relevant guidelines.

- Refrain from plagiarism, misconduct, or unprofessional behavior.
- Understand that breach of confidentiality or policies may result in **immediate termination**.

9. Termination

- Either party may terminate this Agreement with **30 days' written notice**.
- The Company reserves the right to terminate **immediately** in case of misconduct, breach of confidentiality, or violation of this Agreement.

10. Completion and Certificate

- Upon successful completion of the internship, the Company may issue an **Internship Completion Certificate** recognizing the Intern's contributions.
- Performance evaluation will determine eligibility for **consideration for full-time employment**, at the sole discretion of the Company.

11. Governing Law

- This Agreement shall be governed by and construed in accordance with the **laws of India**.
- Any disputes arising out of or in connection with this Agreement shall be subject to the **exclusive jurisdiction of courts in Andhra Pradesh and Telangana, India**.

Signatures

For the Company:

Name: G.Suryakiran Reddy

Designation: Cloud Intern

Signature: suryakiran reddy

Date: 06-10-2025

Intern:

Name: G.Suryakiran Reddy

Signature: suryakiran reddy

Date: 06-10-2025