

**Registered Office**

185, Third Main Road, Natesa Nagar  
Virugambakkam Chennai 600 092 TN India  
+91 44 4910 2200  
CIN U72900TN2010PTC077255

September 28, 2021

Dear Hamsaviruthan.S.S,

We are thrilled to welcome you as an Intern into our Vuram family!

We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Details of your internship offer are attached. A copy of the same is to be signed and brought by you at the start of your **internship**. This offer is subject to you providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

*P. Prabhavathi*

**Prabhavathi Macheri Shanker**  
Director, Vuram

*Shu*  
30/9/2021



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## Offer Details

### Appointment & Compensation

1. Your internship start date is the 4<sup>th</sup> of October 2021.
2. Your tentative end date is the 31<sup>st</sup> of May 2022 (Subject to your final semester exams).
3. By accepting this internship offer, you are implicitly accepting our job offer as well. You will be liable to pay Vuram a sum of Rs. 50,000 in the event that you do not join us as a full-time employee (on the agreed date as per your job offer letter).
4. Your probation period in your job offer (usually 6 months), will be waived partially upon successful completion of your internship.
5. Vuram retains the right to revoke your job offer, in the event that your performance or other criteria aren't found to be satisfactory during the internship period.
6. During your internship, you will be receiving a stipend of Rs. 12,500/month, credited to your bank account on the last working day of the month.
7. Your stipend will be pro-rated for any days that you are on leave.
8. You will be provided with complimentary breakfast, beverages, lunch and snacks, which you can choose to avail.
9. Any tax liability that you might have would entirely be your responsibility.
10. At the time of joining Vuram, please bring with you the following documents:
  - a. Copy of internship and Vuram offer Letter.
  - b. Copy of 10th mark sheet
  - c. Copy of 12th mark sheet
  - d. Copy of Diploma/Degree certificate or mark sheet of the most recently concluded semester
  - e. Copy of your passport
  - f. Copy of your PAN Card & Aadhar Card
  - g. Copy of Bank passbook copy (front page)
  - h. Medical Fitness certificate
11. Vuram retains the right to terminate your internship for any violation of the terms and conditions in this agreement, any misdemeanor or any act on your part that adversely affects Vuram's customers, its employees or its affiliates.
12. Your stipend information is confidential and should not be discussed, disclosed, shared with anyone other than the authorized finance representative of Vuram or the Managing Director. Breaching this clause of your agreement, will lead to immediate termination of internship.

### Responsibilities

13. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.



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15. You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy application to you.
16. You will always be required to abide by the company policies . These policies may be updated from time to time and you will be required to comply with these updates as well. Any such change in policy will be communicated to you.
17. You are expected to perform your duties in an ethical and integral way. Noncompliance with company policies and any unethical behavior could result in termination.
18. In connection with your internship and during the term of your internship you shall disclose and assign to Vuram as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall with the Policies of the Company in relation to Intellectual Property.

**Conflicts of Interest**

19. You are required to engage yourself exclusively in the work assigned by Vuram and shall not take up any independent or individual assignments (part time, full time or in advisory capacity) directly or indirectly without the written consent of your manager.
20. You shall not be involved, directly or indirectly or have any interest in or perform any services for any person or organization that are involved in activities, which shall be in conflict with interests of Vuram
21. You shall not sub-contract your work out to any individual or organization or provide access to your system or disclose any information you are presented with at Vuram to any organization, group or individual who may or may not have a conflict of interest with Vuram
22. You are not to solicit, induce or encourage
  - a. Any employee of Vuram to terminate their internship with Vuram or to accept internship with any competitor, supplier or any customer with whom you have a connection
  - b. Any customer or vendor of Vuram to move his existing business with Vuram to a third party or to terminate his business relationship with Vuram
  - c. Any existing employee to become associated with, or perform services of any type for any third party.

**Non-compete**

23. You agree that upon my termination of your internship and notwithstanding the cause of termination, you shall not compete with the business of the Company, or its successors or assigns. The term "not compete" as used in this agreement means that you shall not directly or indirectly own, be employed by or work on behalf of any firm in any geography, engaged in a business substantially similar and competitive with Vuram. You also agree that you will not directly or indirectly contract or be employed by any of Vuram's partner organizations or



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**Confidentiality**

24. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Vuram and in the course of your internship. This covenant shall endure during your internship and for a period of one year from the cessation of your internship with Vuram (irrespective of the circumstances of, or the reasons for, the cessation)
25. You agree to respect all the non-disclosure agreements of Vuram with its sub-contractors, partners and customers.
26. By signing this document, you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Vuram.
27. You are not to disclose any information about any of Vuram's customers, its partners, prospects and projects to **anyone** outside of the organization
28. You are not to share documents, know-hows, presentations, or any materials hosted on any of Vuram's servers, on premise or on the cloud, that is prepared for Vuram or its partners or customers with anyone outside the organization
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31. You are not to hold demonstrations of any work or share any work by any means hosted on Vuram's or its partners or customer's servers to anyone outside the organization. This also includes any work that you have downloaded to your local machine.

**General**

32. Trust that you have not provided us with any false declarations of willfully suppressed any material information.
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Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours Sincerely  
For Vuram Technology Solutions

*R. Prabhavathi*

Prabhavathi Macheri Shanker  
DIRECTOR, VURAM

I, HAMSAVIRUTHAN S.S agree to accept internship on the terms and conditions mentioned in the above letter.

Date: 29/9/2021

Signature: S.S. Hamsavirudhan.



September 28, 2021

Dear Jason Gousanal J,

We are thrilled to welcome you as an Intern into our Vuram family!

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*P. Prabhavathi*

**Prabhavathi Macheri Shanker**  
Director, Vuram

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Yours Sincerely  
For Vuram Technology Solutions

*R. Prabhavathi*

**Prabhavathi Macheri Shanker**  
DIRECTOR, VURAM

I, Jason Gousanal J agree to accept internship on the terms and conditions mentioned in the above letter.

Date: 28.09.2021

Signature: Jason Gousanal



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September 28, 2021

Dear Soundariyan K,

We are thrilled to welcome you as an Intern into our Vuram family!

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Director, Vuram

*30/9/2021*



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Yours Sincerely

For Vuram Technology Solutions

*Prabhavathi Macheri Shanker*

Prabhavathi Macheri Shanker

DIRECTOR, VURAM

I, Soundariyan, K agree to accept internship on the terms and conditions mentioned in the above letter.

Date: 28.09.2021

Signature: *Soundariyan, K*