



Karishma Parashar

Jan 18, 2022

Dear Karishma,

We are pleased to extend to you an offer of internship with **Tiger Analytics India Consulting Private Limited** (the **Company**).

This contract is valid only for the period of internship, and you will be required to sign a separate contract should you take up a full-time role with the Company.

Your internship is subject to the following terms and conditions:

1. Date of Commencement

The internship is for a period of 4 Months - Jan 24, 2022 to May 31, 2022

2. Place of Work

Your internship will be administered remotely.

3. Stipend

You will be paid a stipend of INR 30000 (pre-tax) per month during your internship. This will be deposited into your bank account.

4. Benefits

Benefits available to full-time employees such as Provident Fund and Medical Insurance are not applicable to Interns.

5. Leave Entitlements

During your internship period, you are entitled to leave as approved by your manager. Leave cannot be encashed.

6. Safety

The Company is committed to providing a safe working environment for all employees and therefore required to abide by all safety rules and procedures operating within the Company.

7. Conduct

You will be expected to dress appropriately for a business setting. Business casual attire as outlined below is considered appropriate:

- a. A collared shirt, pants, and shoes for men
- b. Equivalent Indian or Western business casuals for women

Behaviour unbecoming of a business environment (as perceived the Company) will not be tolerated and might lead to termination of employment.



8. Confidentiality

During your employment with the Company, you will make use of Confidential Information in carrying out your duties. Without limitation, "Confidential Information" includes:

1. Information relating to the goods and services and proprietary techniques provided by the Company and clients of the Company
2. All information concerning the business, its methods of operation, marketing and other activities
3. All databases, lists compiled by the company, client proposals, reports, software, algorithms, and computer programs
4. Competitive and financial information concerning the business, which is not in the public domain
5. Information concerning the business of the Company's clients

You must not, whether during employment or after termination of your employment with the Company, without written authority, divulge 'Confidential Information' to anyone other than an employee authorized to receive the information, or use such information for your own personal gain.

9. Inventions and Copyright

You assign to the Company your entire right, title and interest in and to any copyright and any industrial or intellectual property rights in any and all works, designs, computer programs, inventions, processes, concepts, strategies, plans and lists (Confidential Property) which (either solely or jointly with others) you have developed or may develop during and/or as a result of your employment with the Company.

You also agree promptly to disclose to the Company or to its attorneys any and all such Confidential Property developed by you and agree to execute upon demand, at the expense of the Company, all documents which may be desirable to secure to the Company the best copyright, patent or other protection in India and elsewhere and/or rights relating to such Confidential Property.

10. Following End of Internship

a. Confidentiality

You agree that upon termination of your internship with the Company you shall return to the Company:

- a. All documents and any other materials constituting or containing Confidential Property or Confidential Information including, without limitation, customers or contacts, correspondence and other written material relating to Confidential Information or Confidential Property and that you will not retain any such documents or material or copies of such documents or material
- b. Company mobile phone or other electronic telecommunications devices that the company has issued to you. The telephone number of the company owned telecommunications devices will remain property of the company

TIGER ANALYTICS INDIA CONSULTING PVT LTD
(CIN: U74999TN2021FTC146673)

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MGR Road, Perungudi, Chennai 600096. www.tigeranalytics.com**



- c. And other property of the Company including, without limitation, security access cards, credit cards, computers and computer software (which must be deleted immediately from any storage device owned by you).

- b. Non-rendering of services to clients

You also agree that you will not, during your employment with the Company or Group and for a period of twelve months after termination, contact, or assist anyone else to contact, any Client of the Company with a view to obtaining business from those Clients; or to persuade those Clients to cease to do business with the Company or to reduce the amount of business which any such Clients has customarily done or is reasonable expected to do with the Company.

The definition of Client includes any prospective client to whom you or the Company has made a formal presentation at any time during the twelve months immediately preceding termination.

You also agree that, if such clients approach you in that period, you will inform them of this agreement and refer them to the appropriate person at the Company.

- c. Non-hire of staff

You also agree that, for six months following termination of your employment with the Company, you will not hire or encourage a third party to hire any member of staff of the Company.

11. Invalidity

In any terms of provisions in this agreement shall be held illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part shall to that extent be deemed not to form part of this agreement but the enforceability of the remainder of this agreement shall not be affected.

12. Variation

The terms of this contract of employment may be varied by the Company from time to time. You will be notified of any variations.

13. Adherence to Company Policies

When you join the Company, it will also be a condition of employment that you review and adhere to company policies which you will be notified of subsequently. You agree to adhere to the Company's project financing contracts (e.g. BOT) with the clients.

14. Governing Laws and Jurisdiction

This contract will be governed by the law in force in Chennai, India.



15. Personal Information and Consent

By accepting this offer, you are giving your implicit consent to Tiger Analytics to collect and use your personal information for business purposes. Your personal information may be shared with the Clients and prospective Clients of Tiger Analytics as a part of selection or onboarding process to work in projects. Tiger Analytics will also share your personal information with a third party for carrying out the background verification as required. Tiger Analytics will store your employment, financial and personal information during the period of employment and for Data Retention Period after your separation, as per the data retention policy to comply with statutory requirements.

16. Acceptance

Please sign this letter signifying your acceptance of the appointment and the conditions of service specified in this letter.

We are pleased to welcome you to the Company. If the preceding terms and conditions of your employment with the Company are acceptable to you, please indicate your acceptance by initialing each page and signing the last page of the attached copy and returning it to me.

Regards

G. Pradeep Kumar

Pradeep Gulipalli

General Manager

Tiger Analytics India LLP



Acknowledgement

I, the employee, acknowledge and understand the terms and conditions contained in this agreement, and I was given a copy of the intended agreement and given a reasonable opportunity to seek independent advice before I entered it. I was not induced to enter this agreement by any oppressive means, undue influence or duress by the Company.

Name : Karishma Parashar

Signature : 

Date : 20/01/2022