

Miraфра/I/OL-I/2023/331

25 September 2023

To

Swasthik Kamath

Belman

Dear Swasthik

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Miraфра Software Technologies Pvt Ltd.

The date of commencement of internship will be communicated in the month of December, 2023 or January, 2024 and will depend on successful passing of 7th Semester. The internship/training program will commence for a scheduled duration of 6 (Six) to 8 (Eight) months. You will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000 (Fifteen Thousand Only)** during the Internship/training. After completion of training, you may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

#### Training and Engagement

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Miraфра post completion of training will be subject to your over-all training performance and business need. Miraфра will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

#### Leave/Absence

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried



forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

### Termination

In case, you choose to discontinue the Internship and engagement with MiraFra, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.


The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality


In consideration of your internship/training with MiraFra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm MiraFra and/or its current and/or future business and to have covenant on non-competence with MiraFra.

Yours faithfully,  
For MiraFra Software Technologies Pvt. Ltd.,

Received and Accepted

  
Abhishek Shukla  
Director - TA




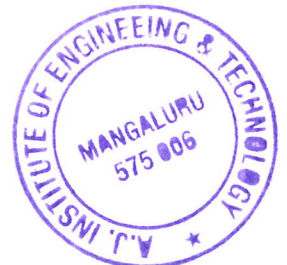
  
Name: Swasthik Kamath

College Name: A.J Institute of Engineering  
and technology

Date: 26-9-2023

Place: Mangalore

  
Principal  
A.J. Institute of Engineering & Technology  
Mangaluru - 575 006



Annexure I

Employment Opportunity

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with MiraFra for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received, understood and accepted

*Swasthik Komath*

Name: *Swasthik Komath*

College Name: *AJ Institute of Engineering and technology*

Date: *26-9-2023*

Place: *Mangaluru*

  
Principal

**A.J. Institute of Engineering & Technology**  
Mangaluru - 575 006

