

# Misfits Change Makers Private Limited

165B, Lane No.5, South Vanasthali, Ballupur, Dehradun | CIN – U72900UR2021PTC013250

## **INTERNSHIP - EMPLOYMENT AGREEMENT**

*This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.*

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This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on this day of **07 April 2023**

### **BY AND BETWEEN**

**Misfits Change Makers**, a private limited company incorporated under the Companies Act, 1956, having its registered office at **Dehradun, Uttarakhand** hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

### **AND**

**Nayan Boro** S/o. \_\_\_\_\_ aged \_\_\_\_ years and residing at

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(hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

**WHEREAS**, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

**NOW, THEREFORE**, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

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## 1. Confidential Information

- a. Any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular

## 2. Position

- a. Upon execution of this Agreement, the employee would be posted as the **Product & Support Intern** of the Company.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) based on the Company's operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).

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## 3. Term and Probation Period

- a. It is understood and agreed that the first **15 days** of employment shall constitute a probationary period (“**Probationary Period**”) during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause. This will be a **work from home opportunity. Work timing would be 9.00 AM to 3.30 PM or 3.00 PM to 10.00 PM.**
- b. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion. Selected employees from the probation period will continue the internship for **3 months & 15 days.**

## 4. Compensation and Salary:

For Product & Support Intern position, the salary we are offering is **Rs. 4000 per month**

## 5. Performance of Duties

- a. The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.
- b. The Employee shall be responsible for:
  - 1) Testing FlexiFunnels.
  - 2) Designing Landing Pages.
  - 3) Handling Customer Success calls
  - 4) Handling Flexi Chat

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## 6. Non-Performance:

- **CSC Calls:** If you have missed 1 call then your fine will be Rs. 10,000.
- **Chat Support:** If your first reply is more than 3 minutes, then your fine will be Rs. 10,000.
- **Fake Testing Report:** If we find you are not doing proper testing or completed the full-testing then your fine will be Rs. 25,000
- After joining team if **you leave before 3 months** without proper information - If you take leave without informing us, then your fine will be Rs. 50,000
- If you are taking **any leave**, then you have to **inform us at least 3 days prior**. If you are informing on the same day or the day before, then your fine will be Rs. 20000.
- **Reporting sheet** and documents, if it's no updated regularly penalty Rs. 1000

**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement as of the date first above written.

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Authorized Signatory

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Employee's Signature