



August 10, 2018

Mr. Nitin Chandra Perumandla,
7-1-304/A, Balaiah Nagar,
S.R.Nagar, Hyderabad - 500038.

Sub: Internship and Pre- Placement Offer - Verisk Analytics

Dear Nitin Chandra,

Further to our interviews and subsequent discussions, we are pleased to extend the internship along with the pre-placement offer letter. You will be joining Verisk Analytics as an "Intern" effective **August 20, 2018** and unless extended by mutual consent, this agreement shall end on **May 31, 2019**.

Upon successful evaluation of your performance, passion, and commitment during the internship period, you will be inducted as a full-time employee effective **June 03, 2019***. As a full-time employee, you will be designated as '**Software Engineer I**' at mutually agreed terms and conditions.

Following shall be the terms of your Internship Agreement:

1. For the services you shall render to the company, you will be paid a stipend of **INR 25,000/- per month (Rupees Twenty-Five Thousand only)**.
2. Your working hours shall be from 9:30 AM to 6:30 PM, Monday to Friday in each week. There is no entitlement to overtime payment.
3. You will behave and conduct yourself in an orderly and dignified manner and shall not remain absent from the place of work without the prior permission of your supervisor.
4. Applicable tax deductions (if any) shall be as per the defined sections of Income Tax Act, 1961.
5. No other expenses apart from above shall be paid/reimbursed during your internship tenure. However, you will be entitled to medical benefits and claim through Verisk insurance provider.
6. You will be eligible for **one day (1 day)** paid leave every month. However, the approval of the same vests with your reporting manager during this tenure.
7. The duties and responsibilities entrusted to you have been fully set out by your Manager/Lead and this may be subjected to change from time to time according to the business exigencies.