

Logos Winternship Policy

Hello Winterns!

What makes a workplace feel like home? It's a place that brings out your best, everyday. It's a place where people welcome you as you are. It's a place where your ideas aren't afraid of height. We take pride in putting people first.

What defines us is how well we rise after falling. At Logolepsy, we believe creativity is the result of a wild mind and we welcome independent thinking. We trust in your talent, your ideas and your insanity too. As an employer, we respect and value the individuality and diversity that every employee brings to the business and seek to create a positive, open, working environment wherever we operate.

At Logolepsy, we make work play. We're fast learners, work hard, high-five and celebrate. Together, we seek to redefine the education industry in desperate need of a shakeup. With us, you don't just make a living you make a life.



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Project / Work Scope:

The Student Intern Program is a structured and guided work-based learning program for students. It is designed to provide on-job exposure to students and will enhance writing skills of the winterns. The student interns will be working as educational writers for the upcoming publications of Logolepsy, which will constitute general as well as educational books, for primary school students. These educational books will be designed to change the landscape of education industry and inspire the next generation of both creative thinkers and learners alike.

In addition to the detailed scope defined by the Production Supervisor, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require.

Eligibility Requirement:

To be eligible to participate in the Logos Winternship Program, a candidate must:

- Be currently enrolled in, and pursuing a Bachelor's or Master's Degree Program or equivalent, in any Institute in or outside India.
- Have verifiable English language skills sufficient to function on a day-to-day basis in the internship environment and be eligible as an educational writer.
- Be in good academic standing as per the results of Class X and XII (Minimum - 75 percent marks in English).
- Must have his/her own computer/laptop to enable him/her to accomplish project as an intern.

Duration:

The Logos Winternship Program will continue for a little over two and half months depending on the work group. The student intern will have to devote around forty hours a week after/before college (depending on the timing of the college). Once an intern candidate has been identified, he/she will need to discuss availability and agree to a schedule that will work for both parties and be acceptable mutually amongst the members of the work groups.

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Compensation & Expenses:

The intern will be compensated INR 6,000 to INR 10,000 depending on the individual's skills and as per the agreement for the entire internship tenure of two and half months and will be disbursed in accordance with the Company's payroll practices and be subject to the usual, required withholding. No compensation will be paid for early termination of the internship agreement and to be eligible for compensation, an intern must produce the internship completion certificate duly signed by the Production Director.

The Company will also reimburse the intern for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

Payroll Policy:

As an intern, you will not be a Company employee. Therefore, you will not receive salary, wages, or other compensation apart from what is mentioned in the internship agreement. In addition, you will not be eligible for any benefits that the Company offers its employees, including, but not limited to, health benefits, holiday pay, vacation pay, sick leave, retirement benefits, or participation in the Company's other employment plans. You understand that participation in the internship program is not an offer of employment, and successful completion of the internship does not entitle you to employment with the Company.

Proprietary Information Agreement:

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

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Termination Policy:

You should be aware that your employment with the Company constitutes "at--will" employment. This means that your employment relationship with the Company may be terminated at any time with or without notice, with or without good cause or for any or no cause, at either party's option. However, the intern needs to give a prior notice of ten days before termination. You understand and agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

