



Memorandum of Agreement
between
Commissionerate of Collegiate Education,
Government of Telangana
&
Spoken Tutorial Project
IIT Bombay



Memorandum of Agreement

This Memorandum of Agreement is made between

Commissionerate of Collegiate Education, Telangana (CCETS)

and

Spoken Tutorial Project, IIT Bombay (ST- IIT Bombay)

The Commissionerate of Collegiate Education is created to promote quality education, giving special attention to the areas located in backward and rural areas. It also strengthens the women education at undergraduate level and works towards educational opportunities for weaker sections of the society.

The Spoken Tutorial project developed by IIT Bombay for MHRD, Government of India is the initiative of the National Mission on Education through Information and Communication Technology (ICT), launched by the Ministry of Human Resources and Development, Government of India. The uses of spoken tutorial is to advocate and popularize numerous Open Source software and their utilization.

Spoken tutorial project intends to provide opportunity to conduct software training from ST-IIT Bombay to all the Government Degree Colleges (GDCs) in Telangana state. As the programme is funded by the National Mission on Education through ICT, MHRD, Government of India it charges a nominal annual User Fee of Rs.25000/year/college. The program will provide the following benefits to the students of GDCs under purview of CCETS-

1. Students and Teachers receive hands on training through a particular FOSS (Free and Open Source Software) like Linux, Scilab, LaTeX, PHP & MySQL, Java, C/C++, Libre Office etc. The students who complete the required training hours will be awarded Certificates by Spoken Tutorial Project, IIT Bombay.
2. The training enhances IT, Software skills and employability for the students and any number of students and faculty can take any number of courses and Certificates in a year with User Fee of Rs. 25000/year/college.

The Commissionerate of Collegiate Education (CCE), Telangana State and **Spoken Tutorial Project,** IIT Bombay does hereby agree to the following broad terms of cooperation as under:

Commissionerate of Collegiate Education shall-

- Identify a Chief Central Co-ordinator from the department who will actively work and co-ordinate with Spoken Tutorial team, IIT Bombay to roll-out and introduce the project into all degree colleges in the state.
- Put up the signed agreement note on the CCE website along with Spoken Tutorial site link and Telangana training manager Ms. Swati Dongardive's contact details and issue notifications to all the Principals of Government Degree Colleges to make the Payment through NEFT, introduce and roll-out the Spoken Tutorial based software training in colleges.
- Conduct a Master training program for a faculty member in each GDC through Faculty Development Training Program for running Software training SELF learning way in their respective Colleges as one of the initiatives under capacity building.
- Offer General IT Skills package in Telugu also.
- Issue circular to all the GDCs to introduce and roll-out the Spoken Tutorial based software training in the GDCs.
- Have a monitoring system on department's website ccets.cgg.gov.in to track the progress made by the different colleges, suggest bi-monthly reports from colleges to CCE and ST, IIT Bombay.

The Spoken Tutorial Project, IIT Bombay shall-

- Work as a mentor for the GDCs in the Telangana State.
- Support the training and execution by CCE by providing manuals and continuous guidance at the unit level that is the Government Degree College.
- Nominate a Representative who will work with the Faculty Development Training Program in CCE.

- Provide guidance and learning path for progressively higher levels of learning through advanced courses.
- Provide the knowhow and course content material that includes CDs/DVDs, online material, instruction sheets and any other training material related to the GDCs.
- Issues Completion Certificates, who undergo training and qualifies the Online assessment test
- Participation Certificates shall be issued to the students who undergo the training and do not take the online test.
- Provide the promotional materials like posters, brochures, leaflets, banners etc. to the CCETS and the GDCs in TS.

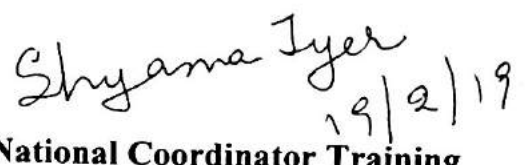
General

- This agreement is for a duration of one year from the date of signing and can be renewed and modified from time to time if necessary, based on mutual consent.
- IIT Bombay-ST permits the colleges with less than 100 number of students to learn along with nearby college students and will not expect the User Fee of Rs.25000/college/year.
- The interpretation of any clause will rest with CCE TS.

Now based on the above mentioned promise(s), the parties put their signatures on this MoA on 19.02.2019.


Academic Guidance Officer

Commissionerate of Collegiate Education
Government of Telangana


National Coordinator Training
Spoken Tutorial Project, IIT Bombay



MEMORANDUM OF UNDERSTANDING

BETWEEN

**COMMISSIONERATE OF COLLEGIATE EDUCATION,
GOVERNMENT OF TELANGANA**

AND

**STORYTECH PRIVATE LIMITED
DIGITAL EMPLOYMENT EXCHANGE OF TELANGANA**



This Memorandum of Understanding (herein after referred to as MoU) is entered into by and between:

Commissionerate of Collegiate Education, Government of Telangana having its office at 3rd Floor, Prof. Jayashankar Vidya Bhavan, Nampally, Hyderabad – 500001, hereinafter unless the context otherwise requires be referred to as “**CCETS**”

As FIRST PARTY

And

StoryTech Private Limited, incorporated in September 2016 as a startup by professionals with academic qualifications and experience in the field of software development. It is represented by its Founder & Chief Executive Officer, Mr. Manikanth Challa with their Registered Office located at Flat No - 202, Shreya Blossom, Plot No-185A, Road No-15A, Jubilee Hills, Hyderabad - 500033, Telangana, India and hereinafter unless the context otherwise requires be referred to as “**SPL**”,

As SECOND PARTY

(Both Parties are hereinafter jointly referred to as “Parties” and individually as a “Party”)

Introduction:

A. Whereas CCETS is a non-profit department created by the Government of Telangana State to promote education, giving special attention to backward and rural areas. It aims to strengthen education at under graduation level especially for underprivileged sections of the society.

B. StoryTech Private Limited is a startup which aims at development of dynamic, flexible and scalable solutions or challenges in domains to arrive at integrated solutions for arriving at measurable impacts.

C. CCETS and SPL have entered into discussions on SPL’s Digital Employment Exchange of Telangana’s (DEET’s) provision of technological assistance to CCETS in the areas of placement services, skill enhancements, trainings in the emerging horizons, interview & employment success factors



including but not limited to Curriculum Vitae (CV) building etc. for students/jobseekers.

D. SPL's DEET is an end to end web portal and mobile app developed with an intent to connect all stake holders i.e., students/jobseekers and recruiters across the state of Telangana in the above-mentioned areas. The stakeholders can register through SPL (DEET) portal. Assessments are directly carried out by SPL (DEET). The entire recruitment process will be seamlessly linked on a chain.

E. The parties share the common interest of engaging in creating a platform that connects academia and industry with the objective of providing employment opportunities to students by connecting them to the right jobs.

SPL and CCETS desire to enter into this Memorandum of Understanding setting out the terms and conditions under which the purpose and scope of this MoU will be achieved.

Article 1 Effective Date

The parties hereby agree that the effective date of this MoU shall be the date on which it is signed. The preamble to this agreement constitutes an integral part thereof.

Article 2 Purpose and Scope

Purpose: This MoU outlines the mutual cooperation between the two parties which shall create an ecosystem, to bridge the gap between industry and academia through need-based trainings to the job aspirants that shall support them with industry specific inputs, and provide opportunities to all, to achieve the right job.

Role and scope of cooperation: The parties agree to, in the spirit of cooperation, use the best efforts towards fulfilment of their respective obligations in achieving the purpose of this MoU.

This MoU outlines the commitments of both the parties.



2.1 Responsibilities of CCETS:

- Instruct all Government Degree Colleges working under its ambit:
 - to partner with SPL for DEET activities
 - support awareness activities on SPL (DEET) and disseminate the information to the students through display of posters/other awareness materials/circular/e-mail/bulletin board notices and any other medium that provides similar and suitable benefit
- Recommend and encourage all Government Degree Colleges under its purview to motivate their students to utilize the services of SPL (DEET).

2.2 Responsibilities of SPL (DEET):

- Provide online and app-based platform (website) for students of Government Degree Colleges approved by CCETS and recruiters to find the best candidates for jobs.
- Jobseekers shall have the option of skill enhancements, trainings in the emerging horizons, interview & employment success factors, Curriculum Vitae (CV) building and other facilities on chargeable basis. SPL shall provide these options subject to terms and conditions, with consent of the jobseekers.
- Provide assistance to understand the gaps in employability skills and areas of improvement, with industry specific inputs.
- Support CCETS in increasing awareness on www.tsdeet.com among students, colleges, jobseekers and universities.

Article 3 Term

The MoU shall be effective for a period of one year from the date of signing. The MoU may be extended on mutually agreed terms for a further period of one year or for such other period as mutually agreed by parties.



Article 4 Financial Liabilities

4.1 StoryTech Private Limited shall not charge any fee on whatsoever account/name either from the students or the Commissionerate of Collegiate Education or its affiliated institutions for job placements and internships.

4.2 Skill enhancement trainings and other corollary features will be charged by SPL subject to terms and conditions specified, with consent of the jobseekers, without any financial liability on CCETS or its affiliated institutions.

Article 5 Confidentiality

5.1 This document is confidential. Both the parties agree to maintain confidentiality and not reveal to any person or body, rights and obligations of the Parties or any information or data which it receives through the other pursuant to this agreement. The provision of confidentiality shall survive the termination of this MoU and continue to bind the parties.

5.2 Both parties hereby declare that they know that this undertaking will be in force during the validity of this MoU as well as at any time after this MoU is terminated.

5.3 Both parties declare that they know that the undertaking pursuant to this agreement is a pre-requisite for each party to enter into this MoU with the other, and that without this declaration; each would not be willing to enter into an agreement with the other.

Article 6 Intellectual Property

6.1 Intellectual Property means all systems, processes, procedures, proposition descriptions, models, copyrights, trademarks, trade secrets, and patents, utility models, methods and other intellectual property rights recognized in any jurisdiction worldwide, including all applications and registrations.

6.2 The Materials provided by SPL (DEET) are protected by copyright, including without limitation by Copyright Law and other applicable laws in India.



6.3 CCETS & SPL (DEET) will not reveal, make use of any of the confidential information provided by SPL (DEET)/ CCETS either during the currency or after termination of the related agreement for a period of 5 years.

6.4 SPL (DEET) will retain the right of ownership to all the Intellectual Property Rights. CCETS shall not use intellectual property that is in any way based on the systems, processes, protocols, propositions and models of SPL (DEET), even though CCETS may have amended and added to the foundation of Intellectual Property.

6.5 The data of the students should not be shared to anyone without the permission of CCETS other than for the project for which the students have registered.

Article 7 General Provisions

Both parties agree to maintain at all times, a one-point contact for undertaking and overseeing the initiatives listed out in this MoU, any change in the contacts will be promptly notified to the other party.

All notice/s to be given under this MoU shall be delivered either by:

(1) Registered Post or (2) by Courier Service or (3) by electronic mail to the applicable Party at the contact details indicated below:

Contact from CCETS:

Name: Commissionerate of Collegiate Education

Attention: Dr. C. Manjulatha

Designation: Joint Director

Address: 3rd Floor, Prof. Jayashankar Vidya Bhavan, Nampally, Hyderabad - 500001.

Contact from SPL (DEET):

Name: SPL (DEET)

Attention: Mohit Kumar Fruitwala

Designation: Head of Business

Address: Flat No- 202, Shreya Blossom, Plot No-185A, Road No-15A, Jubilee Hills, Hyderabad - 500033

Contact No: +91 8885026600

Email: mohit@storytech.in



This MoU references good faith efforts by both CCETS and SPL (DEET) and is an expression of the Parties' current intent and recognizes the fact that the execution of some of the terms of the MoU could require the parties to enter into definitive agreements. It is understood that without such definitive agreements, the terms of the MoU are not legally binding and will not be relied upon by any party for any purpose and no party is or will be bound by the terms of this MoU, unless and until definitive agreements are signed.

Terms and Termination: The terms and conditions agreed under this MoU shall commence on the date of signing and shall remain in effect until terminated. This MoU may be terminated by either of the Parties by giving not less than 3 months' notice in writing to the other Party.

Amendments: Either party may request changes to this MoU. Any changes, modifications, revisions or amendments to this MoU which are mutually agreed upon by and between the parties to this MoU shall be incorporated by written instrument, and effective when executed and signed by all parties to this MoU.

Applicable Law: The construction, interpretation and enforcement of this MoU shall be governed by the laws of India. The Courts of Hyderabad, Telangana, India shall have jurisdiction over any action arising out of this MoU and over the parties, and the venue shall be in Hyderabad, Telangana, India.

This MoU supersedes all prior verbal or written communications, discussions and representations communicated between the parties hereto in respect of the subject matter of this MoU.

Any notice under this MoU will be in writing and delivered by hand or by registered post acknowledgement due, to the other party at the registered office or as may be substituted by the notice. Any notice sent by e-mail/post will be effective on the date of receipt.

Severability: Should any portion of this MoU be judicially determined to be illegal or unenforceable, the remainder of the MoU shall continue in full force and effect, and either party may renegotiate the terms affected by the severance.

Third Party Beneficiary Rights: The parties do not intend to create in any other individual or entity the status of a third-party beneficiary, and this MoU shall not be construed so as to create such status. The rights, duties and



obligations contained in this MoU shall operate only between the parties to this MoU and shall inure solely to the benefit of the parties to this MoU. The provisions of this MoU are intended only to assist the parties in determining and performing their obligations under this MoU. The parties to this MoU intent and expressly agree that only parties' signatory to this MoU shall have any legal or equitable right to seek to enforce this MoU to seek any remedy arising out of a party's performance or failure to performance any term or condition of this MoU, or to bring an action for the break of this MoU.

IN WITNESS WHEREOF, the parties hereto have executed this understanding on the date, month and year, hereinabove written

**For
Commissionerate of Collegiate
Education, Government of
Telangana**

**For
StoryTech Private Limited**

C. Manjulaatha

Name: Dr. C. Manjulaatha
Designation: Joint Director
Date: 13.08.2019

C. Manikanth

Name: Mr. Manikanth Challa
Designation: Founder & CEO
Date: 13/08/2019



MEMORANDUM OF UNDERSTANDING
BETWEEN
COMMISSIONERATE OF COLLEGIATE EDUCATION - TELANGANA
(CCETS)
AND
NAANDI FOUNDATION

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "MoU") is entered into this on 16th November 2018 by and between

The Commissionerate of Collegiate Education, Telangana State, Vidya Bhavan, Nampally, (hereinafter referred to as "CCETS" which expression shall mean and include its heirs, successors, executors, administrators, authorized representatives and permitted assigns) as FIRST PARTY.

AND

Naandi Foundation, a Public Charitable Trust incorporated under the Indian Trusts Act, having its registered office at 502, Trendset Towers, Road No 2, Banjara Hills, Hyderabad - 500 034, Telangana, India represented by Shri. Raj Iyer, Chief Youth Employment Officer, through its authorized signatory (hereinafter referred to as "Naandi" which expression shall mean and include its heirs, successors, executors, administrators, authorized representatives and permitted assigns) as SECOND PARTY.

(Both Parties are hereinafter jointly referred to as "Parties" and individually as a "Party")

Introduction

WHEREAS CCETS is a non-profit organization created by Government of Telangana to promote education, giving special attention to the areas located in backward and rural areas. It aims to strengthen education at undergraduate and post graduate level especially for women and underprivileged sections of the society.

WHEREAS Naandi Foundation is an apolitical, autonomous Public Charitable Trust and a not for profit organisation having registration under section 12AA of income tax act, 1961 is tax exempt and is recognised by tax authorities as an organisation established for 'charitable purpose'

WHEREAS Naandi is working with an objective of people centred development through its charitable activities in whole of India, without distinction of caste, creed or religion, etc

WHEREAS Naandi engaged, inter alia, in improving the livelihoods of the underprivileged communities through its various social initiatives, developmental programs, in various states of India. Naandi' s activities include, education to underprivileged children with a specific focus on girl child education, improving livelihoods of small and marginal farmers through its farming practices, employable training and skill development programs to underprivileged youth, provision of safe drinking water to communities , etc

WHEREAS Naandi, in furtherance of its objectives and as a part of its skill development program to underprivileged youth, wish to build and enhance the employability skill set of the underprivileged youth/students in colleges under the **Commissionerate of Collegiate Education in the State of Telangana.**

WHEREAS the **Commissionerate of Collegiate Education, in the State of Telangana,** is desirous of engaging in employability skill building program of the underprivileged youth/students in Government Degree Colleges at undergraduate and post-graduate levels, in the State of Telangana.

WHEREAS both the parties having recognised each other's intention of supporting the underprivileged youth / students, studying in Government Degree colleges in the State of Telangana have decided to work together in the space of employability skill development initiative.

WHEREAS both the parties have decided to reduce the mutually agreed terms and conditions into writing

NOW IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS UNDER:

I: The employability skill development program (MPC)

- 1.1 The program shall be carried out in Government Degree and PG Colleges, in the State of Telangana. A list of such colleges/institutes is given in Annexure - I enclosed herewith which is a part of this MOU.
- 1.2 The beneficiaries/students shall be the underprivileged students studying in the final semester under this program in Government Degree and PG Colleges, in the State of Telangana.
- 1.3 The skilling program shall be for a duration of 40 hours or as the case may be decided mutually by the parties.
- 1.4 The program shall include Soft-Skills, Communication Skills, Life Skill and Interview preparations for the beneficiaries under employability skill development program. The

beneficiaries may be trained in any other skill set, as mutually decided by both the parties, that improves their employable skill and livelihoods.

- 1.5 The first party or the respective college/institute/university shall select the beneficiaries/students for the said program.

II: Obligations of the First Party

- 1.1 Ensure that the necessary infrastructure like well-equipped class rooms are made available where the program shall be implemented.
- 1.2. Ensure that each of the selected colleges/ Institutes identify one resource person from their faculty to co-ordinate between the beneficiaries/students, the Institute management and the second party. Contact details of such identified resources shall be with the rest of the team.

III: Activities of the Second Party (Naandi):

- 1.1. Prepare content that will be most effective in training the beneficiaries/students.
- 1.2 Provide the first party a detailed Course Schedule containing curriculum and day wise lesson plans of courses to be conducted
- 1.3 Ensure that well-trained trainers are identified for each Institute to ensure overall success of the Project.
- 1.5 Monitor the program by conducting periodic assessments to ensure that the trainers do a quality job.
- 1.6 At periodic intervals, give a narrative report to the first party with the challenges met, opinion about the program, suggestions for improvement and feedback from the trainees. Similarly, parameter-based impact evaluation report shall be prepared by second party and submitted to first party periodically on completion of trainings for all students. A consolidated impact report shall be submitted on evaluating impact at project intervention level.

IV. TERM:

The MoU will be effective for a period of twelve months from the date of signing. The MOU may be extended on mutually agreed terms for a further period of one year or for such other period as mutually agreed by parties.

V. Free of Cost:

The Program is free of cost. Naandi shall not charge any fees on whatsoever account/name either from the students or the Commissionerate of Collegiate Education - Telangana or its affiliated institutions, for conducting the aforesaid program.

VI. Certification:

Certificates shall be awarded by Naandi to the students on successful completion of the training and clearing of the assessment held post completion of the program.

VII. General Terms

Amendments to the MoU:

No amendment or modification of this MoU shall be valid, unless the same is made in writing by both the parties or their authorized representatives and specifically stating the same to be an amendment of this MoU. The modifications/changes shall be effective from the date on which they are made/ executed, unless otherwise agreed to.

Compliance with laws, statutes, rules and regulations of Government / local authority:

Both the parties shall comply with all laws, statutes and rules & regulations of Central and State Governments or Local authorities that may be applicable from time to time as required under this MoU.

Termination:

Commissionerate of Collegiate Education, Telangana State, shall have the right to terminate the MoU, in case if the Naandi fails to fulfil their obligations as mentioned in the MoU, or violates any of the clause mentioned in the MoU.

Assignment :

Naandi shall not be entitled to assign any of its rights, benefits or obligations under this MoU without written consent of the Commissionerate of Collegiate Education, Telangana State.

Relationship:

Nothing contained in this MoU will be construed as creating any agency, partnership, joint enterprise or other similar relationship between the parties. Neither party will have authority to contract for or

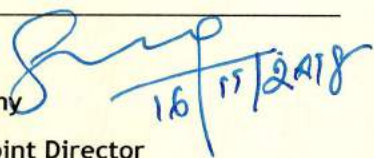
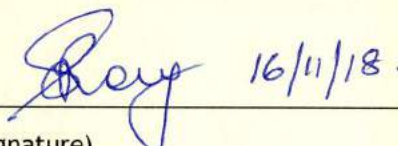
bind the other in any manner whatsoever. This MoU confers no rights upon either party except those expressly granted herein, and does not confer any right upon either party to make any representation or commitment on behalf of the other.


Confidentiality:


The parties shall severally take care to ensure that the information provided by the other party remains confidential and further agree not to use the Confidential Information for any purpose other than the purpose for which it is intended.

The parties shall not disclose any Confidential Information to anyone other than the employees of either organization who need to know the Confidential Information.

IN WITNESS WHEREOF this MoU has been executed by the duly authorized representative of each Party on the day, month and year first above written.

<p>For Commissionerate of Collegiate Education, Telangana State</p> <hr/> <p>(Signature)  Name: B. Swamy Designation: Joint Director</p>	<p>For NAANDI FOUNDATION</p> <hr/> <p>(Signature)  16/11/18. Name: Ms. Sushmita Roy Designation: State Head-Mahindra Pride Classroom Project, Naandi Foundation, Telangana.</p>
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Witness 1: Dr P. Bata Bhaskar
Academic Guidance Officer
CCETS, Telangana


Witness 2: Mr. E. Purna Chander
MIS officer, Mahindra Pride Classroom Project
Naandi Foundation, Telangana.



Memorandum Of Understanding (MOU)
Between
Commissionerate of Collegiate Education, Telangana
And
HireMee

This Memorandum of Understanding ("MOU") is entered into and effective as of 6th June 2018, by and between:

HireMee, a unit of KAAM Services Private Limited a company incorporated under the provisions of the Companies Act, 2013, and having its registered office at No.483, Seetha Complex, 16th cross, RR Nagar, Bengaluru-560098, Karnataka, India, and hereinafter unless the context otherwise requires, be referred to as "**HireMee**";

And

Commissionerate of Collegiate Education, Hyderabad having its registered office at 2nd Floor Vidya Bhavan, Opposite to Latha Talkies, Nampally, Hyderabad-500001 and hereinafter unless the context otherwise requires be referred to as "**CCETS**".

Whereas:

CCETS and HireMee have entered into discussions on HireMee's provision of free technology assistance to CCETS, for job placements for students of CCETS approved Colleges. HireMee serves as a Virtual Bridge between Recruiters and Aspiring Applicants esp. of Tier-2 and Tier-3 areas. HireMee is an end-to-end Web Portal and Mobile App developed with intent to reach out to all students, recruiters and colleges across the country in these areas who will benefit from using the HireMee. Students, Colleges, Corporates and Recruiters can register through HireMee Portal, and assessments are directly carried out by HireMee. The entire recruitment process will be seamlessly linked on a chain.

HireMee and CCETS desire to enter into this Memorandum setting out the terms and conditions under which the purpose and scope of this MOU will be achieved.



Article 1 Effective Date

The Parties hereby agree that the Effective date of this MOU shall be the date on which it is signed. The preamble to this Agreement constitutes an integral part thereof.

ARTICLE 2 Purpose and Scope

Purpose: This MOU outlines the mutual cooperation between the two parties for helping in bridging the gap in employability skills by imparting suitable training especially, in rural areas; help the academia to understand the gap in skills and support them with industry specific inputs; and provide an opportunity to the all students by connecting them to the right jobs.

This is a Corporate Social Responsibility (CSR) effort to discover diamonds in students in rural and urban colleges free of cost.

Role and scope of cooperation: The Parties agree to, in the spirit of mutual cooperation, use the best efforts towards fulfillment of their respective obligations in achieving the purpose of this MOU.

This MOU outlines the commitments of both the Parties.

2.1 Commitments of CCETS:

- Informing all CCETS approved college Principals about HireMee's services and act as a platform for helping students find employment opportunities by linking industries for hiring.
- Support awareness for www.hiremee.co.in, by having colleges inform students through e-mail/circular/assembly/bulletin board notices and any other medium that provides similar and suitable benefit.
- Support HireMee by allowing to put posters and other awareness material for colleges to disseminate the information to students across campus on bulletin boards, notice boards, emails, etc.

2.2 Commitments of HireMee:

- Provide the free online and app based platform www.hiremee.co.in for Students and Recruiters to find the best students for jobs.

By



- Provide access to web portal and mobile app by all students studying in CCETS approved colleges and help them in getting placements.
- Help academia to understand the gaps in skills and areas of improvement
- Help bridge the gap in specific employability skills especially in rural areas and support them with industry specific inputs.
- Support CCETS in increasing awareness of www.hiremee.co.in among students, colleges and universities by providing the required materials.

ARTICLE 3 Confidentiality

- 3.1 This document is confidential. Both the parties agree to maintain in confidence, and not reveal to any person or body, rights and obligations of the Parties or any information or data which it receives through the other Pursuant to this Agreement. The provision of Confidentiality shall survive the termination of this MOU and continue to bind the parties.
- 3.2 Both parties hereby declare that they know that this undertaking will be in force during the validity of this MOU, as well as at any time after this MOU is terminated.
- 3.3 Both parties declare that they know that the undertaking pursuant to this agreement is a pre-requisite for each party to enter into this MOU with the other, and that without this declaration each would not be willing to enter into an agreement with the other.

Article 4 Intellectual Property

- 4.1 Intellectual Property means all systems, processes, procedures, proposition descriptions, models, copyrights, trademarks, trade secrets, and patents, utility models, methods and other intellectual property rights recognized in any jurisdiction worldwide, including all applications and registrations.
- 4.2 This understanding will be operational and valid for 3 years from the date of signing or until the date of earlier termination upon completion of 3 years MOU can be renewed with mutual consent of both parties.



Either party may terminate this agreement by providing notice of at least 30 days in advance in writing to the other party at the official address for communication.

- 4.3 The Materials provided by HireMee are protected by copyright, including without limitation by Copyright Law and other applicable laws in India.
- 4.4 CCETS & HireMee will not reveal, make use of or commercialize any of the confidential information provided by HireMee/CCETS either during the currency or after termination of the related Agreement for a period of 5 years.
- 4.5 HireMee will retain the right of ownership to all the Intellectual Property Rights, processes, protocols, propositions and models of HireMee, even though CCETS may have amended and added to the foundation Intellectual Property.

ARTICLE 5 General Provisions

- 5.1 Both Parties agree to maintain at all times, a one-point contact for undertaking and overseeing the initiatives listed out in this MOU. Any change in the contacts will be promptly notified to the other Party.

Contact from HireMee:

Name : D. Gowri Shanker
Contact No. : +91 9121006017
Email ID : gowrishanker.d@hiremee.co.in

Contact from CCE:

Name : M. Sundara Murthy
Contact No. : +91 9652379064
Email ID : tskcac@gmail.com

- 5.2 This MOU references good faith efforts by both CCETS and HireMee and is an expression of the Parties' current intent and recognizes the fact that the execution of some of the terms of the MOU could require the Parties to enter into definitive agreements. It is understood that without such definitive agreements, the terms of the MOU are not legally binding and will not be relied upon by any party for any purpose and no party is or will be bound by the terms of this MOU, unless and until definitive agreements are signed.



- 5.3 **Terms and Termination:**
The Terms and Conditions agreed under this MOU shall commence on 6th June, 2018 and shall remain in effect until terminated.
- 5.4 **Amendments:** Either party may request changes to this MOU. Any changes, modifications, revisions or amendments to this MOU which are mutually agreed upon by and between the parties to this MOU shall be incorporated by written instrument, and effective when executed and signed by all parties to this MOU.
- 5.5 **Applicable Law:** The construction, interpretation and enforcement of this MOU shall be governed by the laws of India. The courts of Bangalore shall have jurisdiction over any action arising out of this MOU and over the parties, and the venue shall be Bangalore, India.
- 5.6 This MOU supersedes all prior oral or written communication, discussions and representations communicated between the parties hereto in respect of the subject matter of this MOU.
- 5.7 Any notice under this MOU will be in writing and delivered by hand or by registered post acknowledgement due, to the other party at the registered office or as may be substituted by the notice. If any notice sent by e-mail, post will be effective on the date of receipt.
- 5.8 **Severability:** Should any portion of this MOU be judicially determined to be illegal or unenforceable, the remainder of the MOU shall continue in full force and effect, and either party may renegotiate the terms affected by the severance.
- 5.9 **Third Party Beneficiary Rights:** The parties do not intend to create in any other individual or entity the status of a third party beneficiary, and this MOU shall not be construed so as to create such status. The rights, duties and obligations contained in this MOU shall operate only between the parties to this MOU, and shall inure solely to the benefit of the parties to this MOU. The provisions of this MOU are intended only to assist the parties in determining and performing their obligations under this MOU. The parties to this MOU intend and expressly agree that only parties signatory to this MOU shall have any legal or equitable right to seek to enforce this MOU to seek any remedy arising out of a party's performance or failure to perform any term or condition of this MOU, or to bring an action for the breach of this MOU.



IN WITNESS WHEREOF, the parties hereto have executed this Understanding on the date, month and year, hereinabove written.

Commissionerate of Collegiate Education,
(CCETS) Telangana,

For HireMee

Authorized Signatory

Name: B. Swamy

Position: Deputy Director, CCETS

Date: 06-06-2018

Authorized Signatory

Name: Sh. Chockalingam Valliappa

Position: Founder

Date: 6 JUNE 2018

Witness

Witness

Memorandum of Understanding

Between

TALLY EDUCATION PVT LTD, BANGALORE

AND

**COMMISSIONERATE OF COLLEGIATE EDUCATION,
TELANGANA**

This MEMORANDUM OF UNDERSTANDING (hereinafter referred to as the "MOU") is made, entered into and executed at COMMISSIONERATE OF COLLEGIATE EDUCATION, TELANGANA, India, on this 26th day of November 2019 (hereinafter referred to as the "Effective Date")

By and Between:

Tally Education Private Limited

Tally Education Private Limited is a company incorporated under the provisions of Companies Act, 1956, having its Registered Office at No. 23 & 24, AMR Tech Park II, Hongasandra, Hosur Road, Bangalore - 560068 (hereinafter referred to as "TEPL" or "Tally" or "FIRST PARTY").

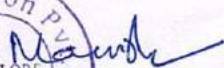

Background:

TEPL is a subsidiary of Tally Solutions Pvt. Ltd. (hereinafter referred to as "TSPL"), and is the only organization authorized by TSPL to design and conduct assessments, issue certifications and print courseware using the brand name of Tally. TEPL is committed to working with educators, educational organizations and industry partners to expand the world of learning through technology. The Educational programs are designed to facilitate learning in a seamless manner which is relevant and demand driven. TEPL has a network of more than 1000 empanelled centres across more than 400 cities in India to certify on Tally and related vocational skills.

AND



MOU between CCETS & Tally Education Pvt Ltd Page 1

 
JOINT DIRECTOR
O/o. Commissioner of Collegiate Education
Govt. of Telangana, Hyderabad.

Commissionerate of Collegiate Education

Commissionerate of Collegiate Education, Telangana is a non-profit department created by the Government of Telangana to promote education, giving special attention to backward and rural areas. It aims to strengthen education at undergraduation level especially for underprivileged sections of the society. (hereinafter referred to as "CCETS" or "SECOND PARTY").

NOW THEREFORE, in consideration of the mutual covenants, terms, conditions and understandings set forth in this MoU, the Parties hereby have entered into this present MoU.

TERMS AND CONDITIONS OF THE MoU

Commissionerate of Collegiate Education, in the State of Telangana is desirous of engaging in career guidance and employability skill enhancement initiatives for the students pursuing undergraduation in Government Degree Colleges in the state. The recommended curriculum from Telangana State Council of Higher Education includes the subjects "Computerised Accounting" and "Theory and Practice of GST" for B.Com students. Tally Education Private Limited shall offer certification to students pursuing B.Com, in Tally ACE (for Computerised Accounting) and GST using Tally.ERP9 (Theory and Practice of GST) provided they fulfil the following conditions:

- a) The Education version of Tally.ERP software is offered free of cost to the Government Degree Colleges working under the purview of CCETS and their students. The students who wish to get certified in the specified Tally certifications, shall enrol themselves for an online examination conducted by Tally Education Pvt. Ltd. on payment of an



an examination fee as specified by Tally from time to time. (At present the examination fee is Rs.1168/- per course). TEPL and/or its empanelled partners (as listed on www.tallyeducation.com) shall facilitate enrolments at colleges working under the purview of Commissionerate of Collegiate Education. The enrolled students who pass the online exam conducted by TEPL only shall be certified by Tally. Additional support for training the students, if needed, may be provided by a separate commercial agreement with TEPL empanelled partner.

NOW THIS BUSINESS TERMS AND CONDITIONS BETWEEN THE PARTIES WITNESSETH AS UNDER:

Responsibilities of TEPL:

TEPL shall, to the extent possible, undertake the following:

- i) Organize FDP to teachers in Accounting and GST packages.
- ii) Provide complimentary software license (Education version) to the colleges nominated by CCETS, to be deployed in the computer lab and used for training. TEPL also has an option for complimentary digital content to students as detailed in Annexure 1. The content shall be accessed by students for the period of the semester in which the subject is studied by them as part of their syllabus.



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[Signature]
JOINT DIRECTOR

O/o. Commissioner of Collegiate Education
Govt. of Telangana, Hyderabad.

- iii) Assist CCETS/its affiliated colleges, to offer joint certification programme in Accounting and GST software in distance mode through Webinars.
- iv) Assist CCETS to offer advanced training programmes and / or certifications to teachers, in accounting and GST software.
- v) Extend Placement assistance to the students who are certified in the specified Tally Courses offered by TEPL, through its job portal. On request, TEPL shall also endeavour to conduct job fairs at select colleges.

Responsibilities of CCETS:

CCETS shall:

- i. Provide support to TEPL in successful installation of licenses on the systems of Commissionerate of Collegiate Education, Telangana and its affiliated institutions.
- ii. Provide proper system and network connectivity as required for installation of the software on the systems of Commissionerate of Collegiate Education, Telangana and its affiliated institutions.
- iii. Recommend all Government Degree Colleges working under its purview, to encourage and motivate B.Com students to take the certifications offered by TEPL and make maximum use of this facility.

Provide the list of colleges working under its purview, to TEPL, to facilitate their registration in TEPL portal.



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JOINT DIRECTOR

v. Provide venue, logistics, infrastructural and refreshment facilities for Train the Trainer (ToT) program for faculty of Government Degree Colleges.

1. The Parties undertake to keep confidential, the contents of this MoU as well as the information disclosed to or obtained by the Parties from each other pursuant to this MoU and other information or documents that may come into the possession of the Parties in connection with performance of their obligations under this MoU. The parties shall also ensure that their respective employees do not utilize such information for any purpose other than those contemplated by this MoU.

2. The parties shall undertake to review the subjects and their syllabi periodically in the best interest of the students.

3. The parties shall not transfer or assign the present MoU or any right or obligation hereunder to any other Party without prior written consent of the other party.

4. The provisions of this MoU are severable, and if any one or more such provisions are determined to be illegal or otherwise unenforceable, in whole or in part, under the laws of any jurisdiction, the remaining provisions or portions hereof shall, nevertheless, be binding on and enforceable by and between the Parties thereto.

5. This MoU is valid as long as the conditions stated herein are not violated by either party or till it is specifically cancelled / terminated by either of the Parties. This provision is to keep the interest of the students paramount.



6. Any waiver, amendment or modification of the provision of this MoU shall be in writing and signed by the authorized representatives of both the Parties.
7. Nothing contained herein shall or shall be deemed to create any partnership, agency, association, trust or joint venture between the Parties or their representatives and employees and nothing herein shall be deemed to confer on any Party, any authority to incur any obligation or liability on behalf of the other party.
8. The second party shall not be liable for any commission or omission on part of Tally Education; and the relationship between the students and the TEPL shall be governed by their mutual understanding.
9. There is no exclusivity on the understandings made in this document and both Parties are free to have similar agreements with other Parties, without compromising on the contents and spirit of this MoU.
10. This MoU is valid for a period of three years from the date of its execution.
11. This MoU may be terminated without any reason / cause by either of the Parties by giving at least 3 months' notice in writing to the other Party at the address given in the MoU. However, neither party shall terminate the contract before the conclusion of an on-going batch of students.

12. This MoU shall be construed neither against nor in favour of either Party, but shall be construed in a neutral manner.



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JOINT DIRECTOR

O/o. Commissioner of Collegiate Education
Govt. of Telangana, Hyderabad.

Any notice to be given under this MoU shall be made in English and shall be delivered either by (a) Registered Post with A/D or (b) by Courier service to their respective addresses given below, unless otherwise designated or changed by written notice by the parties thereto.

Name : Tally Education Pvt Ltd
Kind Attention : Chief Executive Office
Address : Tally Education Pvt Ltd
23-24, AMR Tech Park IIB,
Hongasandra,
Housur Main Road,
Bengaluru – 560068
Karnataka, India

Institutional Partner:

Name : Commissioner of Collegiate Education
Kind Attention : Joint Director
Address : 3rd Floor, Prof.Jayashankar Vidya Bhavan
Nampally,
Hyderabad – 500 001,
Telangana, India



JOINT DIRECTOR

O/o. Commissioner of Collegiate Education
Govt. of Telangana, Hyderabad.

IN WITNESSES WHEREOF, the Parties to this MoU have hereunto subscribed their respective hands on the Date first above written/mentioned, in presence of the following Witnesses.

We agree to all the above terms and conditions.



Manish Choudhary

TALLY EDUCATION PVT. LTD.

Represented by CEO,

**Tally Education Pvt. Ltd.
Bengaluru-560068, India.**

[Signature]

COMMISSIONERATE OF COLLEGIATE EDUCATION
JOINT DIRECTOR
Commissioner of Collegiate Education
Govt. of Telangana, Hyderabad.

Represented by Joint Director,

**Commissionerate of Collegiate Education,
Telangana. Hyderabad-500001, India.
(Institutional Partner)**

Annexure I: Complimentary Tally Digital Content for college students.

CCETS and TEPL share the common vision of empowering undergraduate students by imparting industry relevant skill sets to increasing their employability quotient. To achieve the common goal, TEPL and CCETS shall collaborate on a non-exclusive basis on the following framework to execute the assessment and certification for the students.

Tally will offer complimentary digital content for a period of 6 months or less to the students of Government Degree Colleges of Telangana. Students enrolled in Computerised Accounting will get TallyACE digital content and students enrolled in Theory and Practice of GST will get GST using Tally.ERP digital content.

Deliverable from Tally:

1. Individual login to each student on TEPL portal to access digital content.
2. 2*2 ft Tally logo signboard to be affixed outside/ inside the computer lab.
3. Assessment Platform.
4. Digital Certificate to students who pass the assessment.
5. Access to TEPL Candidate Portal.
6. TEPL offers other advanced certifications (TallyPRO and TallyGURU). Students and colleges interested in availing the certification may write to info@tallyeducation.com





JOINT DIRECTOR
O/o Commissioner of Government Education
Govt. of Telangana, Hyderabad.

Deliverables from Colleges:

1. Provide necessary Infrastructure for training and assessment.
2. Fix Tally logo signboard (as provided by TEPL) to the computer lab.
3. Utilize the content license provided for training purpose only.
4. Request TEPL for content license in TEPL specified format.

Documents Required:


Letter issued on CCETS letter head along with list of colleges, duly approved, signed and stamped by competent authority recognizing the colleges/ Institutes as an educational institution.

Other Terms:

1. There is no delivery of physical courseware.
2. The digital content can be accessed through Tally Education mobile app or computer and may not be downloaded or shared.

**Colleges requesting a license should write to
info@tallyeducation.com**




JOINT DIRECTOR
O/o. Commissioner of Collegiate Education
Govt. of Telangana, Hyderabad.

Annexure II : Commercials

Certification:

Certification	Certification Price (INR)
TallyACE	1168/-
GST Using Tally.ERP9	1168/-

Note:

- Payment shall be made in advance by the College.
- The above commercials are inclusive of Taxes and is subject to change from time to time as may be decided by TEPL.
- Prices quoted here are for certification only and do not include expenses for training and courseware.



[Handwritten Signature]
JOINT DIRECTOR
O/o. Commissioner of Collegiate Education
Govt. of Telangana, Hyderabad.



Memorandum of Understanding (MOU)

Between

Miles Education Private Limited

And

Commissionerate of Collegiate Education, Telangana



Memorandum of Understanding (MOU)

Between

Miles Education Private Limited

And

Commissionerate of Collegiate Education, Telangana

This Memorandum of Understanding ("MOU") is entered into and effective as of 20th Feb 2019, by and between:

Miles Education Private Limited, a Private Limited Company duly incorporated and registered in India under the Companies Act, 2013, bearing Corporate Identification No. U22219TG2011PTC076218 and having its Registered Office situated at Ground -1 Floor, JST - Silicon Towers, Kondapur, Hyderabad 500084 (hereinafter referred to as the "**Miles**")

And

Commissionerate of Collegiate Education, Hyderabad having its registered office at 3rd Floor Vidya Bhavan, Opposite to Latha Talkies, Nampally, Hyderabad-500001 and hereinafter unless the context otherwise requires be referred to as "**CCETS**".

Whereas:

- A.** Miles Education up skills students and professionals across the world to help them be future-ready and enable their career progression. Founded by Harvard and Stanford alumni, Miles provides training towards globally recognized certifications in finance and accounting, digital marketing, leadership and strategy, business analytics, and emerging technologies. Furthermore:
 - a.** Miles is a Platinum Approved Course Provider with the Institute of Management Accountants, U.S. (hereinafter referred to as "IMA") to provide U.S. CMA (Certified Management Accountant) training.
 - b.** Miles is a Registered Course Provider with the American Institute of Certified Public Accountants, U.S. (hereinafter referred to as "AICPA") to provide U.S. CPA (Certified Public Accountant) training.
 - c.** Miles is the Platinum Approved Training Partner with Wiley to provide training for Wiley Certified Business Analyst (WCBA).

- B.** Miles has promoted CareerGraph which is a bridge between the academia and the industry. On the CareerGraph.com platform, students get an opportunity to "experience" and work on projects from companies as part of their "learning".

- C. The Parties share the common interest of providing holistic learning and education opportunities for students to engage in project-based learning to enhance their future career prospects.

Miles and CCETS desire to enter into this Memorandum setting out the terms and conditions under which the purpose and scope of this MOU will be achieved.

Article 1 Effective Date

The Parties hereby agree that the Effective date of this MOU shall be the date on which it is signed. The preamble to this Agreement constitutes an integral part thereof.

ARTICLE 2 Purpose and Scope

Purpose: This MOU outlines the mutual cooperation between the two parties for helping in bridging the gap between the academia and the industry. On the CareerGraph.com platform, students get an opportunity to "experience" and work on projects from companies as part of their "learning".

Role and scope of cooperation: The Parties agree to, in the spirit of mutual cooperation, use best efforts towards fulfillment of their respective obligations in achieving the purpose of this MOU.

This MOU outlines the commitments of both the Parties.

2.1 Responsibilities of CCETS –

- a) CCETS will recommend and encourage all Government Degree colleges to engage their students in project-based learning on the CareerGraph platform, and motivate its faculty to effectively mentor and evaluate their respective students.
- b) CCETS would recommend and encourage all the Government Degree colleges under them to work with Miles to offer globally recognized international professional programs including U.S. CMA, U.S. CPA, Digital Marketing and Wiley Certificate in Business Analytics to their students

2.2 Responsibilities of Miles – Miles will award CCETS the status of "CareerGraph Partner Institution" wherein:

- a) Miles will provide free access to all the students studying in Government Degree colleges under CCETS to the multi-sector, multi-functional and multi-dimensional projects on the CareerGraph.com platform.
- b) Faculty members of all the Government Degree colleges under CCETS will be provided free faculty login access and they would be able to mentor GDCs students and evaluate their projects directly on the CareerGraph platform.

- c) All Students Government Degree colleges under CCETS will have an option to enroll for value-added "Pre-Internship" by paying nominal fee born by the students. Under this option, CCETS students will be provided access to insights from industry, additional evaluation of their project by CareerGraph and Industry experts, a verifiable certificate and increased opportunity for internships.

Article 3

Intellectual Property

- 3.1 Intellectual Property means all systems, processes, procedures, proposition descriptions, models, copyrights, trademarks, trade secrets, and patents, utility models, methods and other intellectual property rights recognized in any jurisdiction worldwide, including all applications and registrations.
- 3.2 All Intellectual Property brought-in/used by Miles for any of the activities/projects undertaken under this MOU shall belong to Miles at all times.
- 3.3 The Materials provided by Miles are protected by copyright, including without limitation by Copyright Law and other applicable laws in India.
- 3.4 CCETS will not reveal, make use of or commercialize any of the confidential information provided by Miles either during the currency or after termination of the related Agreement for a period of 3 years.
- 3.5 Miles will retain the right of ownership to all the Intellectual Property Rights.
- 3.6 CCETS shall not use Intellectual Property that is in any way based on the systems, processes, protocols, propositions and models of Miles, even though CCETS may have amended and added to the foundation Intellectual Property.
- 3.7 The data of the students should not be shared to anyone without the permission of CCE other than for the project for which the students have registered.

ARTICLE 4

General Provisions

- 4.1 Both Parties agree to maintain at all times, a one-point contact for undertaking and overseeing the initiatives listed out in this MOU. Any change in the contacts will be promptly notified to the other Party.

All Notice/s to be given under this MoU shall be delivered either by (1) Registered Post, or (2) by Courier Service, or (3) by electronic mail to the applicable Party at the contact details indicated below:

Miles:

Name: Miles Education Private Limited

Attention: Mr. Michael Wagner

Designation: Associate Vice President-Pan India

Address: Ground -1 Floor, JST - Silicon Towers, Kondapur, Hyderabad
500084

Email: michael.wagner@mileseducation.com

CCETS:

Name: Commissionerate of Collegiate Education

Attention: Sri B SWAMY

Designation: Joint Director

Address: 3rd Floor Vidya Bhavan, Opposite to Latha Talkies, Nampally,
Hyderabad-500001

Email: commissioner.tgce@gmail.com

4.2 This MOU references good faith efforts by both CCETS and Miles and is an expression of the Parties' current intent and recognizes the fact that the execution of some of the terms of the MOU could require the Parties to enter into definitive agreements. It is understood that without such definitive agreements, the terms of the MOU are not legally binding and will not be relied upon by any party for any purpose and no party is or will be bound by the terms of this MOU, unless and until definitive agreements are signed.

4.3 Term and Termination:

The Terms and Conditions agreed under this MOU shall commence on 20th Feb, 2019 and shall remain in effect for 3 years or until terminated, whichever is earlier.

This MoU may be terminated by either of the Parties by giving not less than 3 months' notice in writing to the other Party.

4.4 Applicable Law: The construction, interpretation and enforcement of this MOU shall be governed by the laws of India. The courts of Hyderabad shall have jurisdiction over any action arising out of this MOU and over the parties, and the venue shall be Hyderabad, India.

4.5 This MOU supersedes all prior oral or written communication, discussions and representations communicated between the parties hereto in respect of the subject matter of this MOU.

4.6 Any notice under this MOU will be in writing and delivered by hand or by registered post acknowledgement due, to the other party at the registered office or as may be substituted by the notice. If any notice sent by e-mail, post will be effective on the date of receipt.

4.7 Severability: Should any portion of this MOU be judicially determined to be illegal or unenforceable, the remainder of the MOU shall continue in full force

and effect, and either party may renegotiate the terms affected by the severance.

- 4.8 Third Party Beneficiary Rights:** The parties do not intend to create in any other individual or entity the status of a third party beneficiary, and this MOU shall not be construed so as to create such status. The rights, duties and obligations contained in this MOU shall operate only between the parties to this MOU, and shall inure solely to the benefit of the parties to this MOU. The provisions of this MOU are intended only to assist the parties in determining and performing their obligations under this MOU. The parties to this MOU intend and expressly agree that only parties signatory to this MOU shall have any legal or equitable right to seek to enforce this MOU to seek any remedy arising out of a party's performance or failure to perform any term or condition of this MOU, or to bring an action for the breach of this MOU.

IN WITNESS WHEREOF, the parties hereto have executed this Understanding on the date, month and year, hereinafter written.

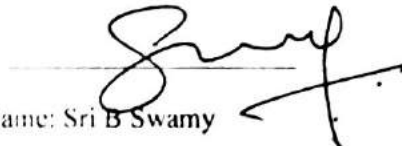
For Miles Education Private Limited For Commissionerate of Collegiate Education,
Telangana



Name: Kiran Venkat Janam

Designation: Regional Manager- IR

Date: _____



Name: Sri B Swamy

Designation: Joint Director

Date: _____



MEMORANDUM OF UNDERSTANDING BETWEEN

COMMISSIONERATE OF COLLEGIATE EDUCATION -
TELANGANA (CCETS)

AND

INDIA MATTERS FOUNDATION

This Memorandum of understanding (herein after referred to as "MoU") is entered into by and between

Commissionerate of Collegiate Education, Hyderabad having its registered office at 3rd floor, Vidya Bhavan, opposite Latha Talkies, Nampally, Hyderabad-500001 and herein after unless the context otherwise requires be referred to as "CCETS"

As FIRST PARTY

And

India Matters Foundation, an apolitical, autonomous, registered Public Charitable Trust and non-profit organisation established under the Trust Act and yet to obtain the registration under section 12AA of Income tax Act (Under Process). It is represented by its Managing Trustee Mr. Vijay Kumar Nair having their office at E1, 80 Nungambakkam high road, Chennai-600034, Tamil Nadu and herein after unless the context otherwise requires be referred to as "IMF"

As SECOND PARTY

(Both Parties are hereinafter jointly referred to as "Parties" and individually as a "Party")

Introduction

- A. Whereas CCETS is a non-profit organisation created by the Government of Telangana to promote education, giving special attention to backward and rural areas. It aims to strengthen education at under graduation level especially for underprivileged sections of the society.
- B. India Matters Foundation is an autonomous public charitable trust and non-profit organisation working with an objective of youth development through its charitable activities.
- C. Whereas IMF in furtherance of its objective, engages in establishing "Global Education and Careers Forum" a leading professional consortium. The consortium comprises of Government agencies, NGOs, and Educators in India & abroad who share the common vision of empowering youth with globally demanded skills, knowledge and experiences to be successful in the 21st century's Global Market Place. The consortium works to facilitate exchange of views, knowledge and skills between educators from different countries.

D. Whereas Commissionerate of Collegiate Education, in the State of Telangana is desirous of engaging in career guidance, overseas education counselling services and employability skill enhancement initiatives, for the students pursuing under graduation in Government Degree Colleges in the state.

E. The parties share the common interest of engaging in career guidance, overseas education counselling services and employability skills building programs for the students pursuing under graduation in Government Degree Colleges in Telangana.

IMF and CCETS desire to enter into this Memorandum setting out the terms and conditions under which the purpose and scope of this MoU will be achieved.

Article 1 Effective Date

The parties hereby agree that the effective date of this MoU shall be the date on which it is signed. The Preamble to this agreement constitutes an integral part thereof.

Article 2 Purpose and Scope

Purpose: This MoU outlines mutual cooperation between the two parties in the space of career guidance, overseas education counselling services and employability skills enhancement initiatives and creation of platform for students to interact with global forums to showcase their skills and knowledge.

Roles and Scope of cooperation: The parties agree to, in the spirit of mutual cooperation, use the best efforts towards fulfilment of their respective obligations in achieving the purpose of this MoU.

2.1 Responsibilities of CCETS

- Will recommend and encourage all Government Degree Colleges working under its ambit to partner with "Global Education and Careers Forum".

- Will recommend and encourage all Government Degree Colleges under its purview to motivate their final year students to make use of the "Global Education and Careers Forum platform to enhance their global employability skills.
- Ensure that the necessary infrastructure like well-equipped class rooms and auditoriums are made available to facilitate selection and mentoring programs by Global Education and Careers Forum.
- Identify and nominate faculty who will work with international partners of the forum in organising various activities such as competitions.
- Extend support in inviting speakers from higher offices and media who share the vision of enhancing employability skills in students pursuing under graduation.
- Extend support in conduct of Global Education and Careers Forum activities in GDCs without affecting the normal academic work in the college.

2.2 Responsibilities of IMF

Through Global Education and Careers forum, IMF will

- Design, structure and organise student & faculty centric seminars, workshops and competitions that help enhance the skills and knowledge of students to meet the global bench-mark.
- Organise selections to identify suitable students who are interested in pursuing higher education in international universities.
- Introduce the selected students to the concepts of global work and study skills through international seminars and one-to-one mentoring.
- Mentor selected students by organising soft skills development work shops and in the area of cross-cultural communication skills as required.
- Organise Inter College and Interstate competitions which provide a platform to the students to showcase their abilities.
- Organise Faculty Development Programmes to the nominated faculty who will be overseeing the said project in their respective colleges.
- Organise webinars on topics related to "Employability Trends in specific subject areas" in association with international universities.
- Organise international summit titled "Global Education and Careers Summit, consisting of panel discussions, Familiarisation trips and other suitable engagements for heads of educational institutions to engage with international educators.

- Organise events for students to meet International educators which will help them explore higher education opportunities.
- Provide promotional materials where ever necessary.
- Issue appropriate certificates to the participants.

ARTICLE 3

Term

The MoU will be effective for a period of three years from the date of signing. The MoU may be extended on mutually agreed terms for a further period of one year or for such other period as mutually agreed by parties.

ARTICLE 4

Financial liabilities

The program is free of cost. India Matters Foundation and / or Global Education and Careers forum shall not charge any fees on whatsoever account/name either from the students or the Commissionerate of Collegiate Education-Telangana or its affiliated institutions for conducting the aforesaid program.

However, students who get selected to pursue higher education in foreign universities will have to pay the Tuition fee and Application fee as mentioned in their admission letter directly to the University concerned.

Article 5

Confidentiality

- 5.1 This document is confidential. Both the parties agree to maintain in confidence, and not reveal to any person or body, rights and obligations of the parties or any information or data which it receives through the other pursuant to this Agreement. The provision of Confidentiality shall survive the termination of this MoU and continue to bind the parties.
- 5.2 Both parties hereby declare that they know that this undertaking will be in force during the validity of this MoU, as well as at any time after this MoU is terminated.
- 5.3 Both parties declare that they know that the undertaking pursuant to this agreement is a pre- requisite for each party to enter into this MoU with the other, and that without this declaration each would not be willing to enter into an agreement with the other.

Article 6

Intellectual Property

- 6.1 Intellectual property means all systems, processes, procedures, propositions descriptions, models, copyrights, trademarks, trade secrets, and patents, utility models, methods and other intellectual property rights recognized in any jurisdiction worldwide, including all applications and registrations.
- 6.2 The materials provided by IMF and "Global Education and Careers Forum" are protected by copyright, including without limitation by copyright Law and other applicable laws in India.
- 6.3 CCETS & IMF will not reveal, make use of or commercialize any of the confidential information provided by IMF/CCETS either during the currency or after termination of the related Agreement for a period of five years.
- 6.4 IMF will retain the right of ownership to all the Intellectual Property Rights. CCETS shall not use intellectual property that is in any way based on the systems, processes, protocols, propositions and models of IMF, even though CCETS may have amended and added to the foundation Intellectual Property.
- 6.5 The data of the students should not be shared to anyone without the permission of CCETS other than for the project for which the students have registered.

ARTICLE 7

General Provisions

- 7.1 Both Parties agree to maintain at all times, a one-point contact for undertaking and overseeing the initiatives listed out in this MoU. Any change in the contacts will be promptly notified to the other party.

All notice/s to be given under this MoU shall be delivered either by (1) Registered Post, or (2) by Courier Service, or (3) by electronic mail to the applicable Party at the contact details indicated below:

Contact from IMF:

Name : India Matters Foundation
Attention : Sri. Vijay Kumar Nair
Designation : Managing Trustee

Address : 40A, Nungambakkam High Road, High Towers, Nungambakkam, Chennai-600034
Email ID : vijayn@imfoundation.in
Contact Number : 9840022612

Contact from CCETS:

Name : Commissionerate of Collegiate Education
Attention : Sri. B. Swamy
Designation : Joint Director
Address : 3rd Floor Vidya Bhavan, Opposite to Latha Talkies, Nampally, Hyderabad-500001
Email ID : comm-ce@telangana.gov.in
Contact Number : 040-24745021

7.2 This MoU references good faith efforts by both CCETS and IMF and is an expression of the Parties current intent and recognizes the fact that the execution of some of the terms of the MoU could require the parties to enter into definitive agreements. It is understood that without such definitive agreements, the terms of the MoU are not legally binding and will not be relied upon by any party for any purpose and no party is or will be bound by the terms of this MoU, unless and until definitive agreements are signed.

7.3 Terms and Termination:

The terms and conditions agreed under this MoU shall commence on the date of signing and shall remain in effect until terminated.

This MoU may be terminated by either of the Parties by giving not less than 3 months' notice in writing to the other Party.

7.4 Amendments: Either party may request changes to this MoU. Any changes, modifications, revisions, or amendments to this MoU which are mutually agreed upon by and between the parties to this MoU shall be incorporated by written instrument, and effective when executed and signed by all parties to this MoU.

7.5 Applicable Law: The construction, Interpretation and enforcement of this MoU shall be governed by the laws of India. The courts of Hyderabad

shall have jurisdiction over any action arising out of this MoU and over the parties, and the Venue shall be Hyderabad, India.

7.6 This MoU supersedes all prior oral or written communications, discussions and representations communicated between the parties hereto in respect of the subject matter of this MoU.

7.7 Any notice under this MoU will be in writing and delivered by hand or by registered post acknowledgement due, to the other party at the registered office or as may be substituted by the notice. Any notice sent by e-mail/ post will be effective on the date of receipt.

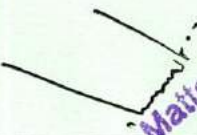
7.8 Severability: Should any portion of this MoU be judicially determined to be illegal or unenforceable, the remainder of the MoU shall continue in full force and effect, and either party may renegotiate the terms affected by the Severance.

7.9 Third party Beneficiary Rights: The parties do not intend to create in any other individual or entity the status of a third party beneficiary, and this MoU shall not be construed so as to create such status. The rights, duties and obligations contained in this MoU shall operate only between the parties to this MoU, and shall inure solely to the benefit of the parties to this MoU. The provisions of this MoU are intended only to assist the parties in determining and performing their obligations under this MoU. The parties to this MoU intend and expressly agree that only parties signatory to this MoU shall have any legal or equitable right to seek to enforce this MoU to seek any remedy arising out of a party's performance or failure to perform any term or condition of this MoU, or to bring an action for the breach of this MoU.

IN WITNESS WHEREOF, the parties hereto have executed this Understanding on the date, month and year, hereinabove written.

For IMF, Chennai

**For Commissionerate of
Collegiate Education, Telangana**


Name : Sri. Vijay Kumar Nair
Designation : Managing Trustee, IMF
Date : 20-6-2019


Name : Sri. B. Swamy
Designation : Joint Director
Date :
JOINT DIRECTOR
Commissioner of Collegiate Education
Government of Telangana, Hyderabad.

MEMORANDUM OF UNDERSTANDING

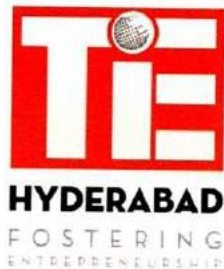
BETWEEN

Commissionerate of Collegiate Education, Government of Telangana



AND

THE INDUS ENTREPRENEURS (TIE) – HYDERABAD



This Memorandum of understanding (hereinafter referred to as "MoU") is entered into by and between

Commissionerate of Collegiate Education, Hyderabad having its office at 3rd floor, Prof. Jayashankar Vidya Bhavan, Nampally, Hyderabad-500001 and herein after unless the context otherwise requires be referred to as "CCETS"

As FIRST PARTY

And

The Indus Entrepreneurs Hyderabad, founded in 1992 in Silicon Valley by a group of successful entrepreneurs, corporate executives and senior professionals with roots in the Indus region. Their office is located at #102, KADIRIS APURUPA URBAN, Laxmi Nagar, Kondapur, Hyderabad, Telangana-500084 and herein after unless the context otherwise requires be referred to as "TIE Hyderabad"

As SECOND PARTY

(Both Parties are hereinafter jointly referred to as "Parties" and individually as a "Party")

Introduction

A. Whereas CCETS is a non-profit department created by the Government of Telangana to promote education, giving special attention to backward and rural areas. It aims to strengthen education at undergraduate level especially for underprivileged sections of the society.



- B. TiE Hyderabad is one of the happening chapters within TiE Global, working with a mission to foster entrepreneurship through mentoring, networking, education, funding and incubation with a focus on generating and nurturing the next generation of entrepreneurs.
- C. Whereas TiE Hyderabad, in furtherance of its mission, engages in establishing "TiE Grad", an initiative run by entrepreneurs, for students aspiring to be entrepreneurs. It is a top-class global entrepreneurship program which enables young students pursuing graduation to develop entrepreneurial mindset and encourages them to build their own business ideas.
- D. Whereas Commissionerate of Collegiate Education, in the State of Telangana is desirous of engaging in career guidance, employability and entrepreneurial skill development initiatives for the students pursuing graduation in Government Degree Colleges in the state.
- E. The parties share the common interest of engaging in entrepreneurial skill-building programs for students pursuing under graduation in Government Degree Colleges in Telangana.

TiE Hyderabad and CCETS desire to enter into this Memorandum setting out the terms and conditions under which the purpose and scope of this MoU will be achieved.

Article 1
Effective Date

The parties hereby agree that the effective date of this MoU shall be the date on which it is signed. The Preamble to this agreement constitutes an integral part thereof.



Article 2

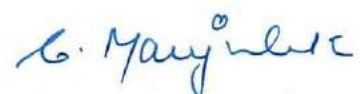
Purpose and Scope

Purpose: This MoU outlines mutual cooperation between the two parties in the space of entrepreneurial skill enhancement initiatives and creation of a platform for students to interact with global forums to showcase their skills and knowledge.

Roles and Scope of cooperation: The parties agree to, in the spirit of mutual cooperation, use the best efforts towards fulfilment of their respective obligations in achieving the purpose of this MoU.

2.1 Responsibilities of CCETS

- Will recommend and encourage all Government Degree Colleges working under its ambit to motivate their students to participate and make use of the TiE Grad entrepreneurship program.
- Ensure payment of requisite One-time initiation fee (Rs. 1 Lakh + GST) and Annual membership fee (Rs. 1 Lakh + GST, to be paid every year towards the renewal on 1st of April) to TiE Hyderabad chapter.
- Identify 50-100 students (I, II & III yr) from Government Degree Colleges and register them for the program.
- Identify and nominate one student champion and one faculty champion to coordinate the program.
- Provide a common venue (with flexible seating arrangement) at Hyderabad for conduct of orientation-kick-off session and monthly meetings.
- Provide the following for the meetings:
 - 3 Banners, 2 Standees, 1 Hoarding and 1 backdrop.
 - A lean canvas (equal in number to the number of students registered) printed on A2 Sheets.
 - A/V facilities, projector and computers.



- Confirm calendar for TiE Grad team to conduct workshop/seminar on the college campus.

2.2 Responsibilities of TiE Hyderabad

TiE Hyderabad will:

- Share all relevant details of their programs & competitions with O/o CCE.
- Provide know how to permit smooth and effective technology and knowledge transfer.
- Assist registered student entrepreneurs and startups from Government Degree Colleges, Telangana state to solve their business or technical challenges and building mentor connections.
- Nominate 5 student members for BizHack Bootcamps.
- Extend speaker/resource person support for workshops/seminars organised by Commissionerate of Collegiate Education (prior intimation of 15 days is required).
- Assist student entrepreneurs in networking with top entrepreneurs.
- Assign business coach and idea coach to train the registered students on the program for the entire year.
- Conduct competitions to select at least 2 teams and nominate the same for semi-finals - Inter collegiate competitions, the winners of semi-finals (if any) to TiE Grad Business Idea Tournament (Inter-college) and the winners at finals (if any) to global competitions.
- Explain the current needs of the market every year to CCETS and make them understand the changes that may incur in the course of the program.
- Submit a monthly report on the status of the program to CCETS and also a final consolidated report on the program towards the end of the academic year.



ARTICLE 3

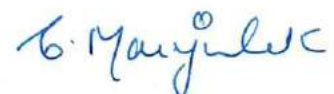
Term

- 3.1 The MoU will be effective from the date of signing and applicable upto the end of the academic year 2019-2020.
- 3.2 The MoU may be extended on mutually agreed terms for a further period of one year or for such other period as mutually agreed by the parties. If extended, the renewal shall be done on 1st April of every year.

ARTICLE 4

Financial liabilities

- 4.1 The program is offered for a fee which involves
- One-Time setup fee = Rs. 1, 00,000/- + GST@18%
- Annual membership fee = Rs. 1, 00,000/- + GST@18% (to be renewed every year in April).
- Total payable fee for first year = Rs. 2, 36,000/- (inclusive of GST@18%).
- Renewal fee from 2nd year (April-March) = Rs. 1, 00,000/- + GST (18%)
- 4.2 The expenses incurred towards provision of venue, food and accommodation for the meetings held at colleges shall be the liability of CCETS (except for finals, hosted by TiE Grad).
- 4.3 The registration fee towards student nominations for global competitions only (if any) shall be borne by TiE Hyderabad. However the expenses incurred towards travel and logistics shall be the responsibility of nominees/team members.



Article 5
Confidentiality

- 5.1 This document is confidential. Both the parties agree to maintain in confidence, and not reveal to any person or body, rights and obligations of the parties or any information or data which it receives through the other pursuant to this Agreement. The provision of Confidentiality shall survive the termination of this MoU and continue to bind the parties.
- 5.2 Both parties hereby declare that they know that this undertaking will be in force during the validity of this MoU, as well as at any time after this MoU is terminated.
- 5.3 Both parties declare that they know that the undertaking pursuant to this agreement is a pre- requisite for each party to enter into this MoU with the other, and that without this declaration each would not be willing to enter into an agreement with the other.

Article 6
Intellectual Property

- 6.1 Intellectual property means all systems, processes, procedures, propositions, descriptions, models, copyrights, trademarks, trade secrets, and patents, utility models, methods and other intellectual property rights recognized in any jurisdiction worldwide, including all applications and registrations.
- 6.2 The materials provided by TiE Hyderabad are protected by copyright, including without limitation by copyright Law and other applicable laws in India



6.3 CCETS & TiE Hyderabad will not reveal, make use of or commercialize any of the confidential information provided by TiE Hyderabad/CCETS either during the currency or after termination of the related Agreement for a period of five years.

6.4 TiE Hyderabad will retain the right of ownership to all the Intellectual Property Rights. CCETS shall not use intellectual property that is in any way based on the systems, processes, protocols, propositions and models of TiE Hyderabad, even though CCETS may have amended and added to the foundation Intellectual Property.

6.5 The data of the students shall not be shared with anyone without the permission of CCETS other than for the project for which the students have registered.

ARTICLE 7

Escalation Matrix

The escalation matrix of each organization will be as follows:

	INSTITUTIONAL MEMBER	Name	Email ID	Phone Number
E1	Student Coordinator			
E2	Faculty Coordinator			
E3	Joint Director	Dr. C. Manulatha	jtdir-ce@telangana.gov.in	040-24745021
E4	Commissioner for Collegiate Education	Sri. Navin Mittal, IAS.	comm-ce@telangana.gov.in / commissioner.tgce@gmail.com	040-24745021



	TiE HYDERABAD	Name	Email ID	Phone Number
E1,E2 & E3	Program Champion	Vamsi Krishna J	pc@tiehyderabad.org	7799439281
E3	MRO	Ms. Pragyna Sri	mro@tiehyderabad.org	8977000397
E4	Executive Director	Phani Pattamatta	ed@tiehyderabad.org	9000283338

ARTICLE 8

General Provisions

7.1 Both Parties agree to maintain at all times, a one-point contact for undertaking and overseeing the initiatives listed out in this MoU. Any change in the contacts will be promptly notified to the other party.

All notice/s to be given under this MoU shall be delivered either by (1) Registered Post, or (2) by Courier Service, or (3) by electronic mail to the applicable Party at the contact details indicated below:

Contact from TiE Hyderabad:

Name : TiE Hyderabad
Attention : Vamsi Krishna J
Designation : Program Champion
Address : #102, KADIRIS APURUPA URBAN, Laxmi Nagar, Kondapur, Hyderabad, Telangana 500084
Email ID : pc@tiehyderabad.org
Contact Number : **7799439281**

Vamsi P.

S. Mangalath

Contact from CCETS:

Name : Commissionerate of Collegiate Education
Attention : Dr. C. Manjulatha
Designation : Joint Director
Address : 3rd Floor, Prof. Jayashankar Vidya Bhavan,
Nampally, Hyderabad-500001
Email ID : comm-ce@telangana.gov.in
Contact Number : 040-24745021

7.2 This MoU references good faith efforts by both CCETS and TIE Hyderabad and is an expression of the Parties current intent and recognizes the fact that the execution of some of the terms of the MoU could require the parties to enter into definitive agreements. It is understood that without such definitive agreements, the terms of the MoU are not legally binding and will not be relied upon by any party for any purpose and no party is or will be bound by the terms of this MoU, unless and until definitive agreements are signed.

7.3 Terms and Termination:

The terms and conditions agreed under this MoU shall commence on the date of signing and shall remain in effect until terminated.

This MoU may be terminated by either of the Parties by giving not less than 3 months' notice in writing to the other Party.

7.4 Amendments: Either party may request changes to this MoU. Any changes, modifications, revisions, or amendments to this MoU which are mutually agreed upon by and between the parties to this MoU shall be incorporated by written instrument, and effective when executed and signed by all parties to this MoU.

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- 7.7 Any notice under this MoU will be in writing and delivered by hand or by registered post acknowledgement due to the other party at the registered office or as may be substituted by the notice. Any notice sent by e-mail/ post will be effective on the date of receipt.
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remedy arising out of a party's performance or failure to perform any term or condition of this MoU, or to bring an action for the breach of this MoU.

IN WITNESS WHEREOF, the parties hereto have executed this Understanding on the date, month and year, hereinabove written.

For TiE Hyderabad Chapter

For Commissionerate of

Collegiate Education, Telangana



Name : Phani Pattamatta
Designation : Executive Director
Date :

Name : Dr. C. Manjulatha
Designation : Joint Director
Date 29.8.:2019

29/08/2019

Time & Attendance Policy

1. The Biometric Attendance Monitoring System is being maintained as the record of attendance. Employees at HO(NRK office), Sanwer Road and Ujaas Park sites will be required to mark In and Out in the Biometric Attendance Monitoring System machine everytime they move in or out of office/site

In the exceptional case where an employee is not carrying a biometric card he/she needs to make manual entry in register available at reception with In/Out Time & email to tanda@ujaas.com. The in-time considered in such a case will be 5 minutes prior to the email received on tanda@ujaas.com. That implies that the employee needs to mail immediately entering the office. This practice will be allowed at most for 2 days in a month.

For out time on day your biometric card is not with the employee he/she needs to mail on tanda@ujaas.com immediate prior to you are leaving the office along with manual entry in register available at reception.

2. For Employees at other locations, out stations or on tour where biometric attendance system is not available, HONOR system will be considered for monthly attendance, wherein employees need to give declaration for tour & leave which will be verified by WFT system at HO. Honor System is principally based on assumption that the right information has been provided by the employees at out stations. If any information is found to be incorrect later upon verification, then disciplinary action will be initiated against the employee. This disciplinary action could lead up to termination.
3. Regular Office timings are 10.00am to 06:30pm with 30 minutes of lunch break on Weekdays & 10.00am to 3.30pm on Saturdays. Any Late In or Early Out shall be deducted from salary slab wise.
4. Any Early Out for Lunch or Late In from Lunch Over will be deducted from working Hours for monthly salary calculations.
5. Any out from office for official work will require a punch of employee out in biometric machine & clearly mentioned entry of visiting address, purpose, out time, in time & reporting supervisor's name for later approval in register available at reception. Any incorrect information so given by the employee which does not tally with WFT will attract disciplinary action Which could lead upto termination
6. If any employee works out directly from home based on prior supervisor approval he/she will need to send a email on tanda@ujaas.com keeping reporting officer in cc. Even in such case the employee needs to fill the required details in register available at reception & official In punch will need to be marked using the biometric card.
7. If any employee is out for personal work he/she will require approval from supervisor & punch short leave Out/In card in biometric system.
8. We have no overtime system. If your pending work or supervisor requires any extra work hours no overtime shall shall be paid. Exceptionally in case of any extraordinary late out, say if more

than 10.00pm, in such case supervisor at his/her discretion may allow Late In on very next day. Such confirmation need to be mailed on tanda@ujaas.com by supervisor. In no case any late out can be adjusted against the any Late In during the month. An employee worked full day (not less than 5 hours) on Sunday/holiday at the request of the supervisor in office or at sites shall be eligible for compensatory off. Any meeting on Sunday/holiday less than 5 hours are not eligible for Compensatory Off.

9. If an employee requires leave/tour, he has to submit the leave/tour application approved by his supervisor before proceeding the leave/tour. In case of any emergency the employee can intimate on tanda@ujaas.com keeping supervisor in cc.

The leave/tour application can be submitted later within 2 working days after resuming at work.

10. No compensatory off will be provided for travelling after working hours or Sundays or Holidays. If employee reaches the base station between 12am to 11am can join office late in subject to maximum late in allowed up to 2.00pm, In case of any travelling over after 2.00pm can avail full day as travel day. Travel Over time can be verified by WFT system.

Time & Attendance deduction slab & calculation:

Late In /Early out deduction shall be calculated based on CTC, Slab for Late In Deductions

1. up to 5 days in a month as per CTC
2. 6 to 15 days double of as per CTC
3. 16 or more days disciplinary action which can lead up to termination.

If Total CTC of employee: 20000.00/Month.

For calculation of per day salary: 30 days shall be considered irrespective of 31 days or 28/29 days in any of month.

For Hourly calculation 8 working hours shall be considered in a day.

For Minutes calculation Per Hour salary will be divided by 60 Minutes

Example based on CTC 20000/-:

Calculation of Per Hour Salary = $20000.00/30 \text{ Days}/8 \text{ Hrs}$ viz Rs.83.33 per Hour.

Calculation of Per Minute Salary = $20000.00/30 \text{ Days}/8 \text{ Hrs}/60 \text{ Mins}$ viz Rs.1.39 per minute.

Hence a deduction of Rs 1.39 per minute of delay will be applied if the employee is in the slab of 1-5 days and a deduction of Rs 2.78 per minute of delay will be applied if the employee is in the slab of 6-15 days