



MEMORANDUM OF UNDERSTANDING
SkillPlus-Non-Residential Program

THIS MEMORANDUM OF UNDERSTANDING ('MOU') is made at Hubballi, Karnataka, India on this SEP 14 day of _____ 2021 by and between:

Deshpande Educational Trust, a charitable trust incorporated under the Indian Trusts Act 1882, and having its principal office at Airport Road, Hubballi, Karnataka 580030 India, (hereinafter "**Deshpande Skilling**") duly represented by its **Chief Operating Officer, Mr. P.N. Navak**, which expression shall unless it is repugnant to the meaning or context thereof be deemed to mean and include its successors and assigns

AND

"Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal" which houses numerous centers of collegiate education that offer a wide range of curricula across faculties of Arts, Science and Commerce for graduation and post-graduation thereby facilitating skill development and enhanced employability and having its presence in **District of Gadag**, represented by its "**Prof. S G Keshannavar**" (hereinafter referred to as "**Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal, District- Gadag-580031**", which expression shall, unless repugnant to the meaning or context thereof, be deemed to mean and include its successors and permitted assigns. The degree colleges of the **The Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** offering collegiate education hereinafter referred to as **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal**

AND

DESHPANDE SKILLING and **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** are hereinafter collectively referred to as '**Parties**' and individually as a '**Party**'.

WHEREAS:

1. **DESHPANDE SKILLING** a "**not for profit**" trust, an impact unit of **Deshpande Foundation, India**, and a training partner of **National Skill Development Corporation (NSDC)**, involved in the activity of conducting employability skills training programs for graduates from rural and semi-urban colleges at various colleges and its skilling campus in Hubballi, and providing placement assistance to its students. **Deshpande Skilling** is desirous of bringing about rural transformation by building employability skills among graduate youth from rural and semi-urban colleges and assists them to earn their first employment in the formal sector. **Deshpande Skilling** wishes to skill job-seeking students pursuing graduation/graduates that pass out of college but have failed to acquire the required skills to earn employment through its Non-Residential (SkillPlus) and Residential (SkillPlus-R) skilling programs.



2. The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** is desirous to see more of its students succeed in earning their employment in reputed organizations and enhancing the placement record of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal**. Therefore, the name, location and other details of the **The Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal**, which will be part of the "SkillPlus" non-residential skilling partnership, is listed in Annexure-A of this MOU.
3. The two parties, **DESHPANDE SKILLING** and **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal**, seek to partner with each other to achieve the common goal of skilling select students of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** and assisting them to start their working careers.
4. Trainers from Deshpande Skilling will utilize the classrooms, computer labs, activity areas and other necessary infrastructure of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** to deliver the SkillPlus skilling program for select students of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal**.
5. Deshpande Skilling will conduct necessary assessments and selection activities at the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** to select the students who need a job, are willing to start working, migrate, and be willing to put in the necessary effort for this. The selection process will be a combination of online assessments, telephonic interviews and face to face interviews. The selection process will be conducted during the 4th semester of the student.
6. Students of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** selected for the SkillPlus training program will be offered admission to the non-residential program conducted at the college and while the candidate is still pursuing education at the college.
7. Deshpande Skilling reserves the right to debar students from the SkillPlus program for lack of seriousness, lack of interest, inappropriate behavior with fellow students or faculty etc. However, the student will be warned and provided an opportunity to correct self before the extreme action of debarment in the best interest of the batch of students.
8. Both the parties will work as partners to facilitate selected students of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** to develop their employability skills and earn themselves an earning job. However, neither of the parties will charge the other for providing services nor providing the necessary infrastructure.



9. DESHPANDE SKILLING charges part of the expenses of conducting the training as a fee to the students enrolling for the skilling program to ensure student ownership in the exercise. However, the quantum of fees forms only part of the cost of the program. The balance is funded by CSR funding from corporates and Deshpande Foundation. DESHPANDE SKILLING neither earns profit nor seeks any profit from the activity of skilling.
10. The Parties recognize the capabilities and resources that each Party brings and agrees to use their best efforts to bring together those capabilities and resources to collaborate to support skill-based training with DESHPANDE SKILLING. The SPM Colleges will support by counselling job-seeking students to take benefit from the skilling program. DESHPANDE SKILLING will support by skilling and placing students of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** and enhance its placement record.
11. DESHPANDE SKILLING will work with the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** to build a mindset and discipline among the students of preparing early to earn placement and start a career. Both parties will jointly work to engage the enrolled students through online and offline methods to achieve this.

The Parties are therefore entering into this **MOU** to record the terms and conditions of this collaboration. **DESHPANDE SKILLING** and **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** have agreed to enter into this **MOU** to record their present state of agreement in principle in respect of the **SkillPlus College Partnership Program**

NOW IT IS HEREBY MUTUALLY AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

This collaboration between **DESHPANDE SKILLING** and **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will be to impart skill training and provide placement assistance to select students of "THE SPM COLLEGES" to be able to earn their first employment. The objective of this partnership is to facilitate rural transformation by getting rural youth into productive employment and thereby enhancing the placement record of the partner college.



Roles & Responsibilities of Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal;

1. The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will depute a senior active officer with authority and influence at all The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** to be part of the partnership team.
2. The Principal and Staff of the **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will align to the spirit of the partnership between Deshpande Skilling and The SPM. The Training and Placement Officer of the college will be involved actively in the effective conduct of the program.
3. The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will provide access to classrooms, computer lab rooms, activity rooms, and other college infrastructure to trainers of Deshpande Skilling to conduct the skilling program.
4. The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will, if necessary, create additional capacity of computer lab at the college to facilitate smooth conduct of the critical Computer Skill practical classes of the program.
5. The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will permit and facilitate representatives of DESHPANDE SKILLING to interact with the recommended students and their parents at the college for counselling before admission to the program.
6. The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will support the partnership by counselling and encouraging eligible students of the college to enroll for the "SkillPlus" non-residential skilling program.
7. THE **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will recommend students from BA / B.Com/B.Sc streams or any other streams for which Deshpande Skilling has a working program.
8. THE **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will not have an objection to DESHPANDE SKILLING collecting a part of the cost of skilling each enrolled student in the form of fellowship fees from the students.
9. The **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will allow DESHPANDE SKILLING to list as its partner on its Web Site and other communication channels.



Term, Termination and Effect of Termination

This MOU will commence on the date written herein below ("**DATE**") and shall be valid ("**One year**"). At any time during the Term, each Party shall be entitled to immediately terminate this MOU by giving written notice to the other Party. In addition, if such other Party materially breaches this MOU or if such other Party or its representatives engage in activities that non-defaulting Party reasonably believes pose a risk to its reputation or goodwill terminates abovementioned MOU.

Confidentiality

In the course of their negotiations under this MOU, the Parties acknowledge that it may be necessary for one Party to provide documentation, technical and business information, and/or intellectual property, in whatever form recorded (collectively, "Confidential Information"), to the other Party. All Confidential Information provided or disclosed by either Party hereunder shall remain the property of the furnishing Party and shall be held in strict confidence by the receiving Party unless the furnishing Party otherwise consents in writing or unless disclosure of such Confidential Information is required by the applicable laws.

Any disputes or differences which may arise between the Parties out of, in relation to or in connection with this MoU, or for the breach thereof shall be settled by arbitration. Each Party hereto shall be entitled to appoint 1 (one) arbitrator and the 2 (two) arbitrators so appointed shall appoint the presiding arbitrator. The Arbitration and Conciliation Act 1996 or any statutory modifications shall govern the arbitration thereof. The venue of arbitration shall be at Hubballi, India, and the language of the arbitration shall be the English language.

Applicable Law & Jurisdiction

Any action/dispute/claim arising out of or related to this MoU shall be governed by the laws of India, and the courts at Hubballi shall have exclusive jurisdiction in respect of all such actions/disputes/claims arising out of this MoU.

Notices

Any notice or other communication under this MoU shall be in writing and shall be deemed to have been effectively served if sent by personal delivery or courier or by registered prepaid mail and addressed to the Parties at their respective addresses set forth hereinbefore (or at such other address as a Party may specify by notice to the other).



Miscellaneous

Entire Agreement: The Parties have read and understood this MoU, along with any document referred to in this MoU and annexure, constitute the complete and exclusive statement of MoU between them concerning the subject matter hereof and supersedes all proposals, representations, understandings, including any prior agreement whether oral or written and all other communications between them relating thereto.

Heading: The headings of terms and conditions herein contained are inserted for convenience of reference only and are not intended to be a part of or to affect the meaning or interpretation of any of the terms and conditions of this MoU.

Severability: In the event that any of these terms, conditions or provisions shall be determined invalid, unlawful or unenforceable, to such an extent, such terms, conditions or provisions shall be severed from the remaining terms, conditions and provisions and such remaining terms, conditions and provisions shall continue to be valid to the fullest extent permitted by law, provided however if such invalid, unlawful or unenforceable terms, conditions or provisions may be made legal, valid and enforceable by limitation or modification thereof, then the Term, condition or provision shall be revised and reformed to make it legal, valid and enforceable to the maximum extent provided by law.

Waiver: The failure of either Party hereto at any time to enforce performance by the other Party of any provision of this MoU shall in no way affect such Party's rights thereafter to enforce the same, nor shall the waiver by either Party of any breach of any provision hereof be deemed to be a waiver by such Party of any other breach of the same or any other provision hereof.

Variation: No variation or amendments shall be effective unless the same is in writing signed by the Parties or their authorized representatives.

Counter Parts: This MoU may be signed in any number of counterparts, each of which, when so executed and delivered, shall be an original, but all of which taken together shall constitute one and the same instrument.



Roles & Responsibilities of DESHPANDE SKILLING:

1. DESHPANDE SKILLING will enter into MOU with the PARTNER COLLEGE and work closely with the college to develop student mindset for "preparing for placement" early and for enhancing placement record of the Partner College by skilling select students at its residential skilling center and provide them placement assistance to earn their job offer.
2. Deshpande Skilling will conduct the necessary assessments and selection processes to select students for the program. All these assessments will be conducted at the college.
3. Deshpande Skilling will enroll the selected students on its LMS system to access the necessary online and flipped classes to the students. Students can access the learning content on their smartphones or PCs.
4. DESHPANDE SKILLING will depute trainers to conduct the classes, lab practice, assessments, and activities at the college. Trainers will be shared across multiple SkillPlus partner colleges in the locality.
5. DESHPANDE SKILLING will provide the skill training to students of the partner college at the college as per the academic plan of the specific program into which they are admitted.
6. DESHPANDE SKILLING will offer placement assistance to students of the Partner College admitted to its skilling program. Every student will be provided with multiple opportunities for the placement process of different companies.
7. DESHPANDE SKILLING will interact with employer organizations to understand the current and future skill requirements of employers. Deshpande Foundation will also invite employers to provide opportunities to fellows of the skilling program for job openings in their organizations.
8. **THE Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will be listed on DESHPANDE SKILLING's program website and other relevant platforms viewed by a community of employers.
9. DESHPANDE SKILLING will provide updates about the progress of students of **The Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** to the placement officer and principal of the partner college. The partner college will also be updated about the job offers received by its students.
10. DESHPANDE SKILLING retains its right to charge the students' skill training.



11. DESHPANDE SKILLING will provide training completion certificates to all such students who have completed the training. The certificate will bear the logo of NSDC and DESHPANDE SKILLING.
12. DESHPANDE SKILLING will provide placement assistance to students of the program thru its in-house Placement Assistance Cell or its placement partners.
13. DESHPANDE SKILLING will explore non-residential skills training programs for B.A, B.Sc and B.Com at **Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** colleges' premise

Joint contributions:

1. **DESHPANDE SKILLING and Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** shall collaborate in order to identify training at various places for participation in the programs conducted under this partnership.
2. **DESHPANDE SKILLING and Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal** will jointly promote skill development and other events organized under this partnership.

Engagement Team:

DESHPANDE SKILLING engagement team will comprise of the following points of contact:

NAME: Hareesh Olekar

DESIGNATION: Skilling Impact Division Head Gadag

E-mail: hareesh.olekar@dfmail.org

Contact: 8495029548/9606721367



“Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal” engagement team will comprise of the following points of contact:

Name of the Coordinator: Prof. S G Keshannavar

Designation: Principal

E-mail Id: sacnaregal70@gmail.com

IN WITNESS WHEREOF, the Parties hereto have duly executed this MOU as on date above written.

<p>DESHPANDE SKILLING</p>	<p>Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal</p>
<p>By signing this MOU, I also confirm that I am authorized to sign on behalf of DESHPANDE EDUCATIONAL TRUST.</p>	<p>By signing this MOU, I also confirm that I am authorized to sign on behalf of "Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal</p>
<p>Signature: </p>	<p>Signature:  PRINCIPAL 14/9/21 Shri Annadaneshwar Arts, Science, Commerce College And P. G. Centre NAREGAL-582 119, Dt. Gadag (Karnataka)</p>
<p>Name: P. N. Nayak , Chief operating officer</p>	<p>Name: Prof. S G Keshannavar, Principal</p>
<p>Title: Deshpande Educational Trust, Hubballi</p>	<p>Title: Shri Annadaneshwara Arts, Commerce & Science College & P.G. Center, Naregal</p>
<p>Date:</p>	<p>Date:</p>

Date: 09/08/2023

Location:

Letter of Intent

Dear: Pallavi

We are pleased to inform you that you have shortlisted for a fixed term employment at **Neha Associates**.

And would be deputed at our client premises at **Narasapura As Operator** for a fixed term on the following terms and conditions:

1. Your tentative date of joining will be 10/08/23 to 30/09/23.
2. The company reserves the right to have your background verified directly through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.
3. You would undertake to abide by the code of conduct and ethics prescribed by the client as well as Neha Associates . Any violation of the code of conduct and ethics would be subjected to appropriate and stringent disciplinary action including termination of service.
4. This contract would be exclusively with Neha Associates and you shall never be deemed to be the employee of Client where you have been deputed.
5. The annual CTC offered to you will be 2,26,200/-

In addition to the points mentioned above, upon joining which is subject to satisfactory and positive clearance of background verification check you would be governed by the standard employment rules of Neha Associates. The combined rules and procedures as contained in this letter will constitute the standard employment rules as defined in the Fixed Term Employment Contract and you are required to read both of them in conjunction.

The above is based on current policies of the company; any change in the policy impacting the above points will be communicated through policy communications channel.

All the best !!!

With warm regards,

For Neha Associates,



HR Consultant

I hereby accept the above mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

EMPLOYMENT OFFER LETTER


Date : 03rd November 2023

Ms. : SURESH RAMAPPA GUDLI

Greetings from Cogent!

Subsequent to our discussions, we are delighted to offer you the position of **CSA** with Cogent E Services Limited. We are excited about the talent you will bring to \$company1 and look forward to having you as a part of the team.

Kindly note the details below

	Interview ID	INT112023456685
	Candidate Name	SURESH RAMAPPA GUDLI
	Date of Interview	2023-11-02 11:25:55
	Interviewed By	Sahana
	Offered Salary (Monthly)	16000
	Date of Joining	3 rd November 2023
	Salary	Your payable salary would be calculated from the DOJ and upon successful completion of training and certification.

Your Annual Cost to Company (CTC), post successful completion of the training & certification will be **INR 192,000**.

As a part of Cogent e-joining process, you will be required to share scanned copies of a list of documents on the Company portal. The link for uploading the documents shall be sent on your registered e-mail id / contact number.

You are expected to complete e-documentation formalities before you join on 2023-11-03 00:00:00. Please carry all your original documents (identity proof documents, educational and experience documents) at the time of joining for verification.

Cogent E Services Limited does not charge any recruitment fees from applicants for offering the job. No 3rd party is authorized on behalf of the company to make employment offers. Please contact on +91-9540600417 if anyone asks for favor against the job placement.

Cogent E Services Limited Website: www.cogenteeservices.com

As part of our standard policy, we conduct a background verification for all our employees. In case of any falsification at documents or misrepresentation during the interview or data submission, we reserve the right to withhold the salary and terminate the employment without any notice.

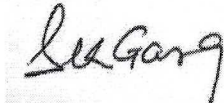
You are requested to kindly go through the offer letter carefully and join us within 3 working days of the joining date. On failure to do so, this letter will be automatically considered as null and void.

If you have any query, please contact us on +91-9540600417.

We congratulate you and wish you a long and successful career with Cogent.

We assure you of our support for your professional development and growth.

Yours truly,
For Cogent E Services Limited



(S.K Garg)

Authorized Signatory