

MEMORANDUM OF UNDERSTANDING (MOU)

Between

Podosphere Technologies

(107, Amarpali Plaza, Amarpali Circle, Vaishali Nagar, Jaipur, Rajasthan, 302021)
(hereinafter referred to as "Service Provider")

and

AN Placements

(NFS14, First Floor, Nehru Place, Tonk Rd, Jaipur, Rajasthan 302015)
(hereinafter referred to as "Client").

This Memorandum of Understanding (hereinafter referred to as "MOU") is entered into on this ___ day of _____, 2025, by and between Podosphere Technologies and AN Placements (hereinafter collectively referred to as "Parties" and individually as "Party") to outline the understanding and collaboration between the Parties for providing Web app development and Hybrid Mobile app development service to Pv Jewellers by Podosphere Technologies.

Purpose

The purpose of this MOU is to establish a collaborative understanding between Podosphere Technologies and AN Placements for the design, development, and delivery of a complete Web app and Mobile app including companies and super admin side as webapp and student side as mobile application.

Client Requirements

- Mobile app and Web App development
- App will be free for candidates and paid for recruiters
- Domain used will be anplacement.com (Needs to be renewed)
- Candidate must be updated on email if their resume was opened by any recruiter
- Need filtration option in depth for both candidate and recruiters (Need maximum keywords for filtering)
- Need AI integration for resume creation for candidates and candidates will not be able to update any file for resume.
- A UIN number to track past work records of candidates
- Screening process and the resume of a candidate will only be generated once the screening round is cleared.
- Client needs the system in which database of candidates will be uploaded by super admin and that database can be sold to recruiters
- Packages will be created for recruiters at client side
- There will be three admin panels (Super admin, Candidate side and recruiters)

- Sales figure of candidate will be entered by the candidate for tracking the sales and candidate achievement. A reminder notification for same is sent to the candidate every month.
- Candidate will be needing to fill references of the previous or current company for background verification and data gathering
- Theme for the entire platform will be blue and white (Plus color complementing the same)
- Zoom integration will be done for interviews and all

Scope Of Service / Deliverables

User Panel

- Super admin panel
- Candidate account management panel
- Recruiter panel

Integrations

- Zoom API Integration
- Custom AI Model Integration (like GPT)
- Razorpay for payment
- SMTP (SendGrid/SES)
- Flutter or React Native for mobile app part
- ReactJS + Node.js (MERN Stack) for webapp part
- Whatsapp integrations
- SMS API Integrations
- Rezi.ai API/ Novoresume (No public API) etc. for resume builder API

Client Side expenses

- SMS API (Like Twilio)
- Server Costing
- Domain Costing
- Database costing (For storing resumes, images etc)
- Zoom Plan (If Needed)
- Any paid third party api for ai resume builder integration etc

Website (Public-Facing)

To attract candidates and recruiters, showcase platform value, and allow login/registration.

Features:

- Home Page with platform overview
- Recruiter & Candidate separate login/register buttons
- Benefits for recruiters and candidates
- Testimonials & success stories
- Pricing plans for recruiters
- Blog/Resources section (optional for SEO)
- Contact Us / Support
- Terms, Privacy Policy, FAQs
- Mobile responsive UI
- Scripted Chatbot for users
- Cart page for packages
- Book a consultation page
- Partnered companies highlight with filter
- Also can provide a low cost resume building service to attract candidates
- Find a job section for candidates to job hunt
- Highlighting top candidates with maximum packages on homepage

Candidate Panel Features

Profile & Resume:

- Personal, Education, and Experience details
- AI-powered Resume Builder (no manual uploads)
- UIN number generated upon registration
- Resume building and Screening test interface (MCQs/Subjective)

Performance & Tracking:

- Sales entry form (monthly input)
- Achievement tracking dashboard
- Automatic monthly notification/reminder for sales update

References:

- Reference form with previous/current company details
- Reference verification status view

Notifications:

- Email & in-app alert when recruiter views resume
- Interview alerts (Zoom links)
- Reminders for monthly updates
- A notification icon on header to track all sorts of notifications like resume opening etc

- Monitor usage (views/downloads)
- Invoice re-sending option
- Block/Unblock recruiter
- View Interview conduction
- Manage interviews taken
- Manage company wise candidate performances filled by recruiters
- Manage candidate hiring status

Job Discovery & Application

- Job Listings Dashboard (matching skillset, location, filters)
- Apply Button with tracking (status: Applied, Interviewed, Rejected, Hired)
- Save Job feature (wishlist/bookmark jobs)
- Recommended Jobs (based on profile, past applications, preferences)

Interview & Application Tracker

- Interview Schedule Calendar (Zoom links + reminders)
- Timeline for Applications (date applied, next steps)
- Status Tracker (application statuses in one view)

Recruiter Panel Features

Search & Filtering:

- Advanced candidate search with multi-keyword filters:
 - Skills, experience, sales figures, location, UIN, education, industry, language, current CTC, etc.
- Saved search filters
- Save candidates

Candidate Management:

- View only screened candidates
- View AI-generated resumes
- Bookmark/save candidates
- Interview scheduling (Zoom integration)
- History of resume views
- Download bulk data

Subscription & Payments:

- Purchase plans (monthly, quarterly, yearly)
- Usage analytics (views/downloads)
- Invoice generation & download
- Payment history

Candidate management:

- Send interview invites via Zoom/email
- Message candidates (if allowed)

Support:

- Help and Support
- Candidate Communication management

Fields:

- Test Name
- Role Type
- Total Questions
- Time Limit
- Passing Criteria

Super Admin Panel Features

User Management

Manage all users: Candidates, Recruiters, Admins

Fields:

- Full Name
- Email ID
- Phone Number
- Role (Candidate/Recruiter)
- Status (Active/Suspended/Deleted)
- Last Login
- UIN (for candidates)
- Resume Status (Built/Not Built)
- Screening Status (Cleared/Pending/Rejected)
- Package Purchased (for recruiters)
- Total Applications Sent (candidates)

Candidate Database Management

Manage, upload, and control visibility of candidate records

Features:

- Bulk Upload (CSV/Excel)
- Screening test result
- UIN Number tracker
- Add/Update candidate manually
- Tag top-performing candidates
- View and manage interview schedule
- In depth student page

Fields:

- Candidate ID/UIN
- Name, Email, Phone
- Resume Status

- Screening Status
- Sales Record (Monthly entries)
- References Added/Verified
- Profile Completeness %

Recruiter Management

Track recruiter activities, payments, and permissions

Features:

- View recruiter accounts
- Assign plans manually

Fields:

- Recruiter Name/ID
- Company Name
- Email, Phone
- Plan Active (Yes/No)
- Package Name
- Package Expiry
- Views Left / Used
- Resumes Downloaded
- Last Login
- Company description
- Company's director and higher authority details (Phone number, email etc)

Plan & Subscription Management

Control recruiter-side monetization

Features:

- Create plans (Monthly, Quarterly, Yearly)
- Set pricing, features per plan
- Assign package manually
- Enable cart packages for website

Fields:

- Plan Name
- Duration
- Price (INR/USD)
- Features (Number of Views, Downloads, Interview Credits)
- Active/Inactive toggle

Job Listing Management

Approve, feature, and manage jobs posted by recruiters

Features:

- Approve/reject job posts
- Feature on homepage
- Associate with recruiter
- Mark as urgent or trending
- Manage tags and keywords

Fields:

- Job ID
- Recruiter ID

- Industry, Skills
- Location
- Status (Live, Draft, Expired)
- Description
- Requirements

Screening Test Builder

Create/manage question banks for screening process

Features:

- Create new test (MCQ + subjective)
- View candidate results

AI Resume Generator Control

Monitor & update AI resume logic/templates

Features:

- Add/edit resume template styles
- Preview generated resumes
- Toggle resume building module

Fields:

- Template Name
- Format (Modern/Traditional/etc.)
- Enabled/Disabled toggle

Notification Center

Control platform-wide alerts & automated messages

Features:

- Send announcements to users
- Edit default system emails (resume viewed, test reminder, etc.)
- Enable/disable monthly sales reminders
- Notification logs

Fields:

- Notification Title
- Target (All/Candidates/Recruiters)
- Type (Email/In-App)
- Sent Status

Website CMS Management

Manage content of public-facing website

Features:

- Update homepage banners & messages
- Add/remove testimonials
- Manage blog/articles
- Add featured companies & top candidates
- Toggle resume service banner

Fields:

- Hero Section Text/Image
- Partner Company Name, Logo, Industry

Reports & Analytics

Real-time dashboard and downloadable reports

Reports:

- Monthly Signups (Candidate/Recruiter)
- Resume Views (Daily, Weekly, Monthly)
- Interviews Scheduled
- Packages Purchased
- Revenue Report
- Top Candidates (by offer)
- Most Active Recruiters
- Most Applied Jobs

Admin Controls

Manage platform behavior, integrations, and team access

Features:

- Add Sub-admins (with module-based permission control)
- Set up Zoom API keys
- Configure SMTP/email
- Connect Razorpay/Stripe
- Toggle AI & Resume module
- Domain/SEO settings

NOTE: Any other feature required apart from this agreement will be applied on mutual consent of both client and service provider with the decided terms and conditions during discussion.

Commercial Terms and Payment Structure

1. Project Cost

The total agreed project cost for the design, development, and delivery of the website and mobile application and features specified in this Memorandum of Understanding is INR 3,80,000 + GST (Three Lakh and eighty thousand without GST).

2. Scope Limitation and Additional Features

The features and deliverables mentioned in the "Scope of Service / Deliverables" section are included within the agreed project cost. Any additional features or functionalities not explicitly listed in the scope will be considered out of scope and will be subject to additional costs based on mutual agreement and written confirmation.

Terms of Use and Confidentiality

- **Confidentiality of Code and Assets** :All source code, design files, backend infrastructure, APIs, and related intellectual property (collectively referred to as “Code and Assets”) developed by Podosphere Technologies for the AN Placement shall be treated as confidential. The code and assets can be used by both An placements and Podosphere technologies.
- **Ownership**: Podosphere Technologies retains full ownership and intellectual property rights of the entire Code and Assets developed for the AN Placements
- **Code Modification and Maintenance** : Any modification, extension, or maintenance of the Code and Assets must be carried out either by Podosphere Technologies or with explicit written consent from Podosphere Technologies. Unauthorized modification or tampering with the Code and Assets by AN Placements or any third party will be considered a breach of this MoU.
- **Breach of Confidentiality** : In the event of any breach of confidentiality, the breaching Party shall be liable for any resulting damages, losses, or legal consequences as determined by applicable law.

Timeline and Delivery

- **Estimated Delivery Timeline** : The estimated timeline for the completion and delivery of the full website project is 5 months from the date of advance payment and project initiation.
- **Timeline Flexibility** : The delivery timeline may vary by ± 20 days, depending on project complexity, mutual feedback timelines, and unforeseen circumstances. Any significant deviations will be communicated and agreed upon in writing by both Parties.
- **Dependencies** : Timely delivery also depends on the prompt availability of necessary inputs, approvals, content, and other dependencies from AN Placements.