

NON-DISCLOSURE & STUDENT PARTICIPATION AGREEMENT

This Agreement is entered into on this _____ day of _____, **2025** by and between:

One to Infinity Solutions Private Limited (brand: *Syncner*), a company registered under the Companies Act, 2013 with its office at 5/391, Vivekanandhar 2nd St, Kanuvai, Coimbatore, Tamil Nadu, 641108 (hereinafter referred to as the "Company")

AND

Student Name: _____

College Name: _____

Track (e.g., Full Stack / UI/UX / AI-ML / Data Analyst): _____

Hereinafter referred to as the "**Student.**"

1. PROGRAM PARTICIPATION & RESPONSIBILITY

1.1 The Student is enrolled in Syncner's Skill Training Program comprising five phases:

- **Phase 1:** Conceptual Learning (35–40 days)
- **Phase 2:** Capstone Project (10–15 days)
- **Phase 3:** Work Simulation (70 days)
- **Phase 4:** Internship (60+ days)
- **Phase 5:** Placement Preparation (20–30 days)

1.2 The Student acknowledges this is a **skill-building program**, not a guaranteed placement initiative.

1.3 Students are expected to progress at their own pace, meet deliverables, and demonstrate satisfactory performance for advancement.

1.4 A **Certificate of Completion** will be awarded only upon successful approval in **all mandatory phases.**

2. CONFIDENTIALITY & INTELLECTUAL PROPERTY (IP)

2.1 All training materials, curated content, syllabus, and internal documentation shared in Phase 1 or beyond are the exclusive property of the Company.

2.2 The Student shall not copy, share, publish, or reuse any internal documents, training files, or Phase 3/4 client project assets without express written permission.

2.3 Phase-wise publishing rules:

- Phase 1 & 2: Portfolio/public sharing allowed.
- Phase 3 & 4: **Strictly Confidential** — may not be posted, reused, or discussed publicly (including on GitHub, LinkedIn, Behance, blogs, or forums).

2.4 The Student must ensure all files received, created, or accessed through the program are **deleted from personal devices upon exit** or completion.

2.5 Any breach of this clause shall result in immediate disqualification and may attract a **legal penalty of up to ₹50,00,000 INR**, depending on severity.

3. ATTENDANCE, LEAVES, EXIT COMPENSATION & PENALTIES

3.1 During **Phase 3 (Work Simulation)** and **Phase 4 (Internship)**:

- Students must adhere to assigned schedules (5–6 days/week).
- Maximum allowed leave: 1 casual + 1 sick leave/month.
- More than 2 uninformed leaves or 3+ total leaves in a month may lead to **termination with a ₹75,000 compensation**.

3.2 In case of **early discontinuation, unauthorized data sharing, or project withdrawal**, the same ₹75,000 compensation applies.

3.3 Students must apply and get leave approval via the prescribed Syncner system or risk disqualification.

4. PHASE TRANSITIONS & PERFORMANCE FILTERING

4.1 Students may not advance to the next phase without completing prior phases with satisfactory performance.

4.2 Syncner holds the right to:

- Reject or ask for resubmission of incomplete work

- Delay phase progression until approval is granted
- Disqualify students for repeated delays or poor-quality submissions without any refund

4.3 **Phase 5 (Placement Preparation)** may be offered only for:

- To students completing Phases 1–4 successfully
- OR directly from Phase 2 to Phase 5 if internal projects, internships are not available (based on internal discretion)

4.4 Syncner reserves full authority to make final decisions on **student phase allocation, phase skipping, or direct disqualification**, based on real-time training and operational constraints.

5. DISQUALIFICATION, NO REFUND, AND APPEALS

5.1 Students disqualified due to poor performance, absenteeism, or code of conduct violations shall **not be entitled to refunds** of any fees paid.

5.2 Any disqualified student will lose access to all future benefits, including placement training, internship facilitation, or alumni support.

5.3 Students may submit an **appeal** in writing within 3 days of disqualification, which Syncner will review internally. Final decisions post-appeal are non-negotiable.

6. CERTIFICATE ISSUANCE & PARTIAL COMPLETION

6.1 Certificates will be issued only to students who:

- Successfully complete and gain approval in **all mandatory phases**
- Adhere to attendance and performance expectations
- Do not violate any IP or confidentiality clauses

6.2 Students who complete **only Phase 1 and Phase 2** but do not qualify for Phase 3 or beyond may be issued **partial completion certificates, only if disqualification occurs before entering Phase 3**.

No certificate will be granted if disqualification occurs during or after Phase 3.

7. GOVERNING LAW, ACKNOWLEDGMENT & SIGNATURES

7.1 This Agreement is governed by the laws of **India**, and jurisdiction shall rest with courts in **Coimbatore, Tamil Nadu**.

7.2 Syncner may attempt out-of-court resolution in case of any dispute, though it is not obligated to do so.

Mandatory Acknowledgment & Signatures

I, the undersigned, confirm that I have read, understood, and agreed to all terms outlined above. I further acknowledge:

Check(Tick) the boxes before signature)

- I understand this is a skill training program, not a job guarantee I (Student) am solely responsible for own learning progress, task completion, and behavioral discipline..
 - I accept the confidentiality and IP protection terms, including compensation, penalties.
 - I agree to follow leave policies, respect the phase process, and accept disqualification rules.
 - I will not share, republish, or reuse internal content or client projects from Phase 3 & 4.
 - I understand that phase approvals and certification are conditional.
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Student Name: _____

Signature: _____

Date: _____

Parent/Guardian Name: _____

Signature: _____

HoD/Institution Representative Name: _____

Signature & Seal: _____