

MEMORANDUM OF AGREEMENT

KNOW ALL BY MEN BY THESE PRESENTS:

This Memorandum of Agreement is made and entered into by and between:

RED TRIDENT GAMES STUDIOS INC., a domestic corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with office address at Mandaue, Cebu City, represented herein by **CLINT HENNESY CAGANG**, CEO, who is duly authorized to represent it in this transaction, hereinafter referred to as **RED TRIDENT GAMES**.

-and-

The **UNIVERSITY OF SAN JOSE – RECOLETOS (USJ-R)**, an educational institution duly organized and existing under the laws of the Philippines, with principal office address at Magallanes St., Cebu City herein represented by **REV. FR. CRISTOPHER C. MASPARA, OAR**, University President, who is duly authorized to represent it in this transaction, hereinafter referred to as **USJ-R**.

WITNESSETH

WHEREAS, **RED TRIDENT GAMES**, under the **CORPORATE INTERNSHIP PROGRAM**, agrees to accept students of **USJ-R** as trainees in its various facilities in support for the Industry Linkage Program of **USJ-R**;

WHEREAS, **USJ-R**, with the objective of forging Industry-Academe Linkage to complement existing curricula to match industry demand, agrees to endorse their students and provide participants in the said Industry Linkage Program and train in **RED TRIDENT GAMES**.

NOW, THEREFORE, for and in consideration of the foregoing premises, **RED TRIDENT GAMES** and **USJ-R** do hereby agree to stipulate the following:

A. RED TRIDENT GAMES Shall:

1. Screen, select and deploy to the different facilities and offices of **RED TRIDENT GAMES** students recommended by **USJ-R** to undergo *on-the-job* training under the **CORPORATE INTERSHIP PROGRAM** pursuant to the following conditions:
 - a. For **Information Technology and Information Systems** students:
minimum of 500 training hours
 - b. For **Computer Science** students: minimum of 300 training hours.
2. Designate from among its employees an **Industry Supervisor** who will be assigned the following responsibilities:
 - a. Serve as mentor to the student-trainees;
 - b. Give the student-trainees course-related work assignments and expose them to learning experience on actual operations and management;
 - c. Expose the student-trainees to real situation problems and bottlenecks thus enabling them to analyze and apply scientific as well as empirical approach to the solution of problems;

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5. Accomplish the necessary forms required by **USJ-R** in connection with the internship of the student-trainees;
6. Issue certificate of completion to student-trainees who successfully finish their training under the program;
7. Adopt and enforce rules that will govern the conduct of the program. Said rules shall be made known to **USJ-R** and the student-trainees before the start of the training.

B. USJR shall:

1. Designate a Program Coordinator who will coordinate with **RED TRIDENT GAMES** regarding the various activities/requirements under this program;
2. Pre-select and recommend student who will undergo on-the-job training under the **CORPORATE INTERSHIP PROGRAM**, it being understood that only students taking courses wherein on-the-job training is an academic requirement for graduation will be recommended;

Send the following student for on-the-job training from:

<u>Start Date</u>		<u>Date End</u>	
, 2018		to	, 2019
<u>Intern's Name</u>	<u>Course/Year</u>	<u>Days/Time</u>	
1. Janine Semprun	BSIT – 4	MTWTHF - 8:00am – 12:00pm MTWTHF - 1:00pm – 5:00pm	

3. Submit to **RED TRIDENT GAMES**, the resume and all other documents required under this program, which shall serve as the basis of **RED TRIDENT GAMES** to screen, select and deploy specific students for Internship;
4. Orient students about rules, proper attitudes, behavior and work ethics inside the internship site;
5. Monitor attendance, activities and performance of students during the internship program in **RED TRIDENT GAMES**;
6. Monitor compatibility of job circumstances with the internship course requirements for the student's attainment of advanced standing in the program through regular interaction with the student-trainees and regular visit to the internship site;
7. Undertake insurance policy to cover accidental injuries to student-trainees.
8. Together with the parents concerned, **USJ-R** and the individual students, hold **RED TRIDENT GAMES** and **USJ-R** free from any claims or suit and shall forever defend **RED TRIDENT GAMES** and **USJ-R** from any such claim or suit whatsoever in connection with this Memorandum of Agreement.
9. Agree to the obligations of confidentiality set out in details as follows:
 - a. All technical or commercial information, e.g., concerning the business of **RED TRIDENT GAMES** disclosed or to be disclosed to **USJ-R** by or in behalf of **RED TRIDENT GAMES** in connection with this agreement will be received and held in confidence by **USJ-R** and the student concerned unless and until **RED TRIDENT GAMES** gives written approval for release of confidentiality;
 - b. **USJ-R** will take all reasonable necessary steps to prevent disclosure of the technical or commercial information and other matters and drawings or other materials, to others and will not disclose the same to others without prior written consent from **RED TRIDENT GAMES**.

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C. RED TRIDENT GAMES and USJ-R further agree that:

1. It is expressly understood that there will be no employer-employee relationship between **RED TRIDENT GAMES** and the student-trainees of USJ-R;
2. Under no circumstances shall student-trainees of USJ-R, look to **RED TRIDENT GAMES** as employer, partner or agent. Neither student-trainees of USJ-R, shall be entitled to any benefits accorded to company's employees, such as worker's compensation, vacation leave, and among others. **RED TRIDENT GAMES** shall be responsible for providing, at its expense and in its name, licenses and permits usual or necessary for conducting the training.
3. The student-trainees will be personally responsible for any and all liabilities for damage to property or injury to third persons, which may be occasioned by their intentional or negligent acts while in the course of their training;
4. The student trainees and the USJ-R Program Coordinator shall abide with **RED TRIDENT GAMES** rules and regulations and comply with those imposed under the program; otherwise they shall be excluded from further participation;
5. **RED TRIDENT GAMES** reserves the right to discontinue the *on-the-job* training of any student-trainee upon prior notice to USJ-R;
6. USJ-R may pull out any student-trainee from the **CORPORATE INTERSHIP PROGRAM** upon prior written notice to **RED TRIDENT GAMES**.
7. Before the student shall be allowed to undergo the *on-the-job* training under this contract, the student, of legal age, shall execute a **waiver** renouncing and waiving any claim against **RED TRIDENT GAMES** and **USJR** for any personal injury or pecuniary loss that the students may sustain or suffer in the performance of their duties and functions while under the *on-the-job* training. Meanwhile, if the student is not of legal age, the said **waiver** should be signed by the student and parent or guardian. The **waiver** of the student-trainees shall be submitted to **RED TRIDENT GAMES** and **USJR** prior to the commencement of the training.
8. The trainee shall hold **RED TRIDENT GAMES** and **USJ-R** free and harmless from any suits whatsoever in connection with this memorandum.
9. **RED TRIDENT GAMES** reserves the right to discontinue the **CORPORATE INTERSHIP PROGRAM** on material and reasonable ground upon a receipt of (15)-day written notice to **USJ-R**.
10. That both parties shall exert all efforts necessary to achieve the objectives of this joint undertaking;
11. That neither of the parties shall be liable in any way for the failure to observe or perform any provision of this agreement if such failure shall be caused by any law, rule or regulation of any constituted public authority or shall be due to any cause beyond the control of the party in default.
12. Should there be any disputes which remain unresolved, **USJ-R** and **RED TRIDENT GAMES** agree to seek relief in the proper courts of Cebu City only.

D. Intellectual Property Rights

All rights in any data, information, specifications, records, reports, techniques, methodologies, and drawings whether recorded on paper or in electronic form, and models, all resulting from performance of a project shall be the property of **RED TRIDENT GAMES**. Each trainee will assign copyright, patent rights and any other intellectual property rights in the same to **RED TRIDENT GAMES** and, at the cost of **RED TRIDENT GAMES**, to do all acts and sign all documents necessary to vest or more securely vest in **RED TRIDENT GAMES** the intellectual property rights.

E. Duration

IN WITNESS WHEREOF, the parties hereof have signed this Agreement in this JAN 30 2013 day of CEBU CITY, CEBU CITY City.

REV. FR. CRISTOPHER C. MASPARA, OAR
President

DR. GREGG VICTOR D. GABISON
Dean, College of Information,
Computer and Communication Technology

REPUBLIC OF THE PHILIPPINES } s.s
~~CEBU CITY~~ }

Rev. Fr. Cristopher C. Maspara, OAR
Clint Hennesy Cagang

JAN 30 2019

WITNESS MY HAND AND SEAL, at the place and on the site first above written.

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Page No.
Book No.

ATTY. GLICERIO A. BAGUIO, CPA