



**Gram Tarang Education And Training Pvt. Ltd. (GRAM TARANG)** is a private limited company registered under the Companies Act 1956 (on 11<sup>th</sup> January 1999 with Corporate Identity Nr U74140AP1999PTC030894) as an industry outreach of Centurion University. GRAM TARANG to setup, manage and operate Work Integrated Skill Training & Apprenticeship programs such as the **Work Integrated ITI program** (or "WI-ITI"), **Work Integrated Diploma Program** (or "WI-Diploma") or **Apprenticeship program** under the aegis of Directorate General of Training, Ministry of Skill Development and Entrepreneurship ("MSDE"), (hereinafter referred to as The "Service Provider/ Contractor" through its authorized representative or proprietor / partner Mr. Ramesh Nandkumar Raskar (which expression shall unless it to be repugnant to the context or meaning thereof, be deemed to mean and include its successors and legal representatives)

## ...PARTY OF THE SECOND PART

**OBJECTIVE:** Training partnership between Centurion University and Gram Tarang Employability Training Services (together "**Centurion-Gram Tarang**") and **ADVIK Hi-Tech Private Limited, Chakan, Pune** ("**Industry Partner**") to setup, manage and operate Work Integrated Skill Training & Apprenticeship programs such as the **Work Integrated ITI program** (or "WI-ITI"), **Work Integrated Diploma Program** (or "WI-Diploma") or **Apprenticeship program** under the aegis of Directorate General of Training, Ministry of Skill Development and Entrepreneurship ("MSDE"), Government of India and/or Centurion University of Technology & Management, a state enacted University of Govt. of Odisha.

### 1 Recitals

**Centurion University** is a State enacted private university of Odisha established by state legislation (Orissa Act 4 of 2010) notified in the Gazette vide No 9609/I-Legis-21/2010 dated 27.8.2010 for conducting various courses besides vocational education and training and is a UGC notified & NAAC A Grade accredited University.

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The above two organizations will together be one party called **Centurion-Gram Tarang**, are jointly the signatories of the Flexi MoU with the Directorate General of Training of the MSDE, hereinafter called the **Centurion-Gram Tarang**.

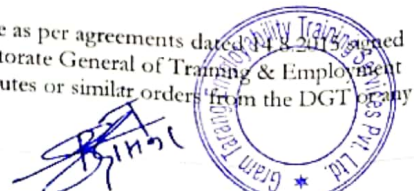
**ADVIK Hi-Tech Private Limited, Chakan, Pune** is India's leading manufacturer & exporter of specialized refrigerators with 3 factories in Gujarat, hereinafter referred to as the **Industry Partner**

**Centurion-Gram Tarang** received permission vide Letter No. MSDE-19/03/2015-CD dated 18.8.2015 from the Directorate General of Training ("DGT") of the Ministry of Skill Development and Entrepreneurship ("MSDE"), Government of India to implement high employment potential courses for specific needs of Industries through a Flexi MoU in work integrated mode where the practical training will be conducted in the industry. The Flexi MoU will offer National Council of Vocational Training (NCVT) certification under Craftsmen Training Scheme (CTS) for the trades of Industrial Fitter, Industrial Electrician etc. to the students on successful completion of the course.

**Centurion- Gram Tarang** has also signed a separate MoU with the Ministry of Skill Development & Entrepreneurship, Govt. of India to function as Third Party Aggregator (TPA) and engage apprentices under *trade apprenticeship* or *optional trade apprenticeship* on behalf of industry partners under the Apprenticeship Act 1961.

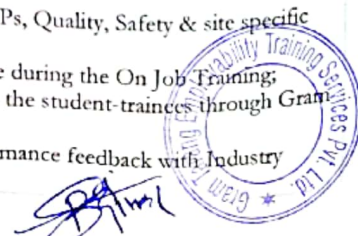
**Centurion-Gram Tarang** also offers various Diploma & Degree level programs in the state of Odisha and has UGC approval under the **DDU Kaushal Kendra scheme** vide e-notification nr 5375293 to offer Diploma, Advanced Diploma & BVoc Degrees in partnership with the industry.

The terms and guidelines of the Flexi MoU are as per agreements dated 14.8.2015 signed between Centurion – Gram Tarang and Directorate General of Training & Employment and any subsequent changes, notification, minutes or similar order from the DGT or any other statutory authority.

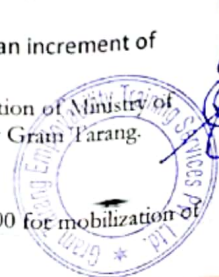




<p>2 Regulatory Framework, Scope of the Agreement &amp; Operating Model</p>	<p><b>Directorate General of Training</b> (DGT, the apex body for governance of ITIs &amp; NCVT), Ministry of Skill Development &amp; Entrepreneurship, Govt. of India given approval to Centurion – Gram Tarang to operationalize these programs through following MoUs:</p> <ul style="list-style-type: none"> <li>• <b>'Flexi MoU'</b> with Centurion-Gram Tarang which gives permission to partner with industries to run regular NCVT ITI courses (Fitter, Electrician, Welder &amp; Turner) in a flexible delivery mode while they work with the industry.</li> <li>• <b>'Apprenticeship Agreement'</b> whereby Centurion-Gram Tarang has been given approval to register 1,00,000 apprentices under the Apprenticeship Act and enable basic training / practical training and certification of the youth under the scheme.</li> </ul> <p>Apart from these courses, Centurion University, as a state enacted state University has a School of Vocational Training &amp; Education and offers Diploma programs with full credit internship options in the industry.</p> <p>The purpose of the agreement is to implement work integrated training / internship / apprenticeship programs via the Flexi MoU signed between Centurion-Gram Tarang &amp; DGT for NCVT certifications / University Diploma certifications / Apprenticeship etc. as per indicative list in Annexure 1.</p> <p>This will be achieved the following activities:</p> <ol style="list-style-type: none"> <li>1. Enrolling 10<sup>th</sup> or ITI Pass students interested in pursuing a work integrated ITI / Diploma / Apprenticeship programs as per indicative List in Annexure 1 through Industry Partner.</li> <li>2. The students will be mobilized by the <b>Centurion-Gram Tarang</b> after applying screening /selection criteria of the <b>Industry Partner</b>.</li> <li>3. Students will go through a <b>Basic Training</b> Component at Centurion-Gram Tarang's owned or partner training centers and will then be deployed to the Industry Partner's factory locations for pursuing the <b>On The Job training</b> or <b>Practical Training</b> component of the corresponding course;</li> <li>4. Delivering contact classes for the course at <b>Centurion-Gram Tarang</b> established training centers. If required, training dedicated to Industry Partner specific curriculum can also be delivered with the help of Industry Partner staff;</li> <li>5. Payment of agreed stipend amount (see <b>Commercials</b> section) to the student during his internship/apprenticeship period with Industry Partner and course fee to Centurion-Gram Tarang for delivery of training.</li> <li>6. <b>Centurion-Gram Tarang</b> will be monitoring regular progress of the student through monthly attendance tracking, assessments &amp; documentation of on the job learning &amp; Conducting Semester wise assessments on behalf of or by Directorate General of Training (NCVT) or Centurion University's Exam cell.</li> <li>7. <b>Ensuring placement of Students</b> after completion of the training with first right of recruitment given to Industry Partner and remaining students to be placed by Centurion-Gram Tarang</li> </ol>
<p>3 Responsibilities: Centurion-Gram Tarang</p>	<ol style="list-style-type: none"> <li>1. Sourcing of 10<sup>th</sup> and/or ITI /Graduates pass students for the program, as required by <b>Industry Partner</b></li> <li>2. Training delivery during basic training including curriculum, content, trainers, visiting faculty &amp; consumables before deployment on the Industry Partner's factory site;</li> <li>3. Quality control of training (assessment, reviews, suspension/ expulsion of students);</li> <li>4. All Govt. liaison including inspections, documentation, assessments etc.;</li> <li>5. Certification &amp; Placement after completion of the course (first right of recruitment given to Industry Partner);</li> <li>6. Administration with respect to the training (MIS, DGT inspections, ERP, forms, etc.);</li> <li>7. Monitoring &amp; tracking of program with submission of regular reports on monthly basis</li> </ol>
<p>4 Responsibilities: Industry Partner</p>	<ol style="list-style-type: none"> <li>1. Industry specific modules (e.g. quality, product knowledge) Curriculum Development &amp; Training of trainers for delivery of specific modules;</li> <li>2. <b>On the Job training</b> or <b>Practical Training</b> for delivery of work integrated aspect of the training;</li> <li>3. Safety &amp; security of trainees during training</li> <li>4. Training of trainees on Industry Partner specific SOPs, Quality, Safety &amp; site specific induction</li> <li>5. Logistics &amp; monitoring to ensure student attendance during the On Job Training;</li> <li>6. Payment of Internship or Apprenticeship stipend to the student-trainees through Gram Tarang as per "<b>Commercial Terms</b>" section.</li> <li>7. Sharing student-trainee attendance records &amp; performance feedback with Industry Partner on a monthly basis in a pre-agreed format.</li> </ol>



		<p>8. Facilitating the best Group insurance coverage (life &amp; accident) for the students which will be done through Centurion-Gram Tarang</p> <p>9. Provision of uniform and safety equipment as required by the trainees;</p> <p>10. Payment of training fee / Service Fee to Centurion-Gram Tarang;</p>
5	<b>Joint responsibilities</b>	<p>The 2 parties will be jointly responsible for:</p> <ol style="list-style-type: none"> <li>1. Compliance with respective laws governing them</li> <li>2. Student attendance &amp; monitoring</li> <li>3. Appointing respective SPOCs for implementation of program</li> <li>4. Branding &amp; Marketing of the program</li> </ol>
6	<b>Assigned Directors</b>	<p>At least one individual from the list below of the three organizations will be required for Reserved Decisions:</p> <ol style="list-style-type: none"> <li>1. <b>Centurion-Gram Tarang:</b> Abhinav Madan or Aditya Saikia or Mir Sadat Ali</li> <li>2. Industry Partner: _____</li> </ol>
7	<b>Reserved Decisions</b>	<p>It is mutually agreed that unanimous consent of Assigned Directors of both organizations will be required for the following decisions:</p> <ol style="list-style-type: none"> <li>1. New centers;</li> <li>2. New trades/courses;</li> <li>3. Terms of internship/ on-job-training of students;</li> <li>4. Training infrastructure; and</li> <li>5. Marketing material</li> </ol>
8	<b>Commercial Terms</b>	<ol style="list-style-type: none"> <li>1. <b>Student-trainee stipend</b> will be in line with minimum wage structure of the state (not limited to) and also indexed to salary paid by Industry Partner to other semi-skilled (10<sup>th</sup> Pass) and skilled (ITI Pass) employees. The payment may be made through Gram Tarang Employability Training Services Pvt. Ltd and will be calculated on the basis of actual attendance of the student-trainee. <ul style="list-style-type: none"> <li>• Any extra stipend amount may be calculated for Overtime done in line with the existing practice for permanent staff.</li> <li>• <b>Stipend</b> may, however, be revised in line with revision of minimum wages of the state and be increased by a minimum of INR 500 or as per company policy in year 2.</li> <li>• <b>Other benefits</b> like uniform, subsidized food, subsidized accommodation, attendance bonus, Diwali bonus, Leave policy (paid leave, casual leave, sick leave etc.) will be as per company's policy.</li> <li>• <b>Service fee</b> -From industry partner will pay Rs.1500/- per month per students .</li> <li>• <b>Training Fees</b> – From industry partner will pay Rs.1000/- per month per students .</li> <li>• All training / service fees will be deposited in designated bank account of Centurion-Gram Tarang</li> <li>• Student-trainee stipend &amp; service invoice may include service tax or other relevant taxes as applicable</li> <li>• Canteen and bus facility will be provided by company on subsidized cost .</li> <li>• GST or government Tax will be charged extra as applicable.</li> <li>• Working on any National Holiday ,Leave ,Bonus will be charged as per the rule.</li> <li>• Leave - Min 15 Days in one year as per government rules.</li> <li>• Company Will Paid Rs. 15000/- Extra per month as a supervisor charges, for Manpower more than 30 no's / Month.(yearly Increment 10% per year )</li> <li>• CUTM will care the WC/ Insurance /Mediclaime policy and same will be reimbursed from company in first month .</li> <li>• After successful completion of one year students an increment of 1000/- is assured .</li> <li>• Training fee will be service tax exempt as per notification of Ministry of Finance and exemption certificate will be provided by Gram Tarang.</li> </ul> </li> <li>2. <b>One-time expenses:</b> <ul style="list-style-type: none"> <li>• <b>Mobilization Expenses:</b> A one-time fee of INR 2,500 for mobilization of</li> </ul> </li> </ol>





		<p>candidates in lieu of the selection &amp; recruitment of candidates that will be done by Centurion- Gram Tarang on behalf of the Industry Partner.</p> <ul style="list-style-type: none"> <li>• <b>Trainee Travel Expenses:</b> In addition to this, the Industry Partner will reimburse to Centurion-Gram Tarang the total transportation cost of the student-trainee on actuals basis for their travel and re-settlement from their place of origin to the accommodating facility provided by the Industry Partner.</li> </ul>
9	<b>Other terms of the agreement</b>	<ul style="list-style-type: none"> <li>• Student-Trainees &amp; Apprentices deployed for on the job training have PF exemption and EPFO notification of the same has been provided.</li> <li>• Students-trainees must be covered by a group insurance policy for life &amp; accident insurance</li> <li>• This agreement will be for a period of 40in Months and automatically renewable for another period of 2 years unless there is a mutually agreed termination.</li> </ul>
10	<b>Termination</b>	<p>The agreement shall be dissolved and terminate and its business wound up upon the first to occur of the following:</p> <ol style="list-style-type: none"> <li>1. Mutual agreement of the Partners;</li> <li>2. Operation of law;</li> <li>3. Material breach of this Commitment by any Partner(s), which breach is not cured within (e.g., fifteen (15) days) after written notice thereof from the non-defaulting Partner(s);</li> <li>4. In case of disputes, the parties would first resort to arbitration before the matter can be taken to any cost of justice.</li> <li>5. All matters arising out of this Agreement are subject to Bhubaneswar jurisdiction only.</li> </ol> <p>However, any termination should not affect the delivery, partnership or placement of ongoing batches of students. The termination will be seen as final only after the completion, certification and placement of all ongoing students.</p>
11	<b>Long Term Arrangement</b>	<p>The scope of this agreement may be further enhanced to include more trades as and when they are approved by DGT and also include higher level courses like Work Integrated Advanced Diploma &amp; Degrees like Bachelor in Vocational Education (B Voc) as approved by UGC.</p>

#### Force Majeure:

Notwithstanding anything maintained herein, the agreement can be terminated in the event of any act of God which is beyond the control of both the parties. In such cases no compensation is payable.



For Gram Tarang Employability  
Training Services

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(Centurion-Gram Tarang)

Witness 1

Witness 2



For Industry Partner

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Designation

(Industry Partner)

Witness 1

Witness 2




### Stipend Structure

Sr.No.	Particulars	10th/12th Cost(INR)
	Duration / Period Months	40 Months
1	Monthly Stipend Per Student Per Month	10700
2	** Conveyance benefits per month (National Benefits)	1000
3	Workman Compensation Policy Per Month Per Student	50
<b>SUB TOTAL A</b>		<b>11750</b>
4	Service Charges Per Student Per Month Fixed	1200
<b>TOTAL (B) Cost To Company</b>		<b>12950</b>
Take Home		10700

## ANNEXURE 1

### Indicative List of Programs

Description	Work Integrated ITI	Apprenticeship	Work Integrated Diploma
Student Eligibility Qualification	10 <sup>th</sup> Pass	NCVT ITI (2 year)	NCVT ITI (2 year) / 12 <sup>th</sup> Pass
Certification / Scheme	NCVT ITI (CTS) Through Flexi MoU	Centurion University / Apprenticeship Training Scheme.	Centurion University
Accrediting authority	DGT – NCVT	UGC / DGT	Govt. of Odisha / UGC
Trades / Streams	Industrial Fitter, Assembly Line Technician, Industrial Electrician	Engineering Streams.	Engineering Streams
Duration of internship	18 months	21 months	18 Months
Duration of study	6 months	3 months	6 months
Status of Student	Student Trainee, PF / ESIC exempt	Apprentice, PF / ESIC exempt	Student-Trainee, PF/ ESIC Exempt
Governing Statute	Flexi MoU, DGT Guidelines	Apprenticeship Act 1961	Centurion University Act 2010

*[Signature]*  


*[Signature]*  
