

Student Contract: The Morgan Stanley & Lowe's Placement Accelerator

Welcome to the Morgan Stanley & Lowe's Placement Accelerator! This document outlines a shared understanding between **you** (the Student) and **Kalvium**, as we embark on a focused preparation journey. This is not a legal contract, but an **honour code**—a mutual pledge of **dedication, integrity, and respect** as we work toward your success in the upcoming placement processes for Morgan Stanley and Lowe's.

1. Our Shared Vision & Purpose

The **Morgan Stanley & Lowe's Placement Accelerator** is a virtual training program specifically designed to sharpen your skills and improve your chances of cracking the selection processes for **Morgan Stanley and Lowe's**. Together, we aim to create a rigorous, supportive, and high-performance learning environment tailored to the expectations and hiring formats of both companies.

For a closer look at what our journey will entail, including the specific areas we will cover for your preparation, please see [Appendix 1](#).

2. Our Commitments to Each Other

- **Your Pledge as a Participant**

You are expected to attend and actively participate in all workshops, assignments, mock interviews, and learning check-ins. Your commitment directly affects your own preparedness and the collective momentum of the cohort.

- A minimum of **90% attendance** across all synchronous sessions (typically workshops, but could be other synchronous events that get scheduled too) is expected.
- Assignments and tasks must be completed on time **at least 90% of the working days in the program**.
- You must exhibit active participation (your camera must be turned on and you must be interactive/ responsive) during workshops and original/ genuine effort put in for tasks/ assignments intended for practice.
- All submitted work must be **original. Plagiarism or any form of malpractice is strictly prohibited** and will lead to disqualification from the virtual training program, as well as due course of action based on the [Student Code of Conduct](#).

- **Kalvium's Commitment to you:**

- We will deliver a high-quality, targeted program through mentors. Kalvium pledges to ensure clear communication, prompt support, and a respectful, inclusive space—backed by the structure and content laid out in this program.
- Upon completion of the program (by meeting 90% attendance in all scheduled sessions and completing assignments/ tasks 90% of the time on-time), you will

be awarded with a **Certification of Successful Completion** - not as an external validation, but as a mark of respect towards the effort you have put in.

For more specific information on our shared expectations regarding participation, please see [Appendix 2](#).

3. Important Considerations & Our Shared Understanding

- **A Launchpad, Not a Guarantee (Disclaimer):**
 - The Morgan Stanley & Lowe's Placement Accelerator is designed as a **strategic springboard** to enhance your preparation. It offers focused guidance, but within **limited contact hours**.
 - **Attendance in the Accelerator does not guarantee placement with Morgan Stanley or Lowe's.** Final outcomes are entirely dependent on your **individual performance** and the **selection decisions made by the companies**.
 - Kalvium cannot be held responsible if a student does not receive an offer from these companies despite participating in the Accelerator. The purpose of this program is to **increase your chances**, not to assure a result.
 - We urge you to treat this as a **foundation**—to be built upon with your own consistent, company-specific, and outcome-driven preparation.
- **Preferred Recruiters – Special Conditions:**
 - Morgan Stanley and Lowe's form a group of elite companies who are our "Preferred Recruiters".
 - Attending this Accelerator is optional but **highly recommended** to maximize your chances of cracking their tests.
 - Standard placement eligibility criteria are **not a factor** for being considered by Preferred Recruiters.
 - **Crucially**, post-selection students **must attend a separate, mandatory company-specific Skills Bootcamp**. Successful graduation from this company-specific Skills Bootcamp is required for offers to be accepted. Failure to graduate will result in the offer being rescinded.
- **Eligibility for Morgan Stanley & Lowe's Placement Accelerator:** Please refer to [Appendix 3](#) for full details.

4. Our Agreement: This Code of Honour & Supporting Appendices

This Code of Honour, along with its supporting Appendices, forms our complete shared understanding for the Morgan Stanley & Lowe's Placement Accelerator.

For other important practical information, please see [Appendix 4](#).

5. Affirming Our Partnership

By signing below, we – both Student and Kalvium – affirm our commitment to this Code of Honour and its supporting Appendices. We pledge to work together in good faith, upholding the spirit of collaboration and mutual respect, to make this Accelerator a successful and impactful experience.

For the StudentFull Name: Glory JainStudent ID: glory.jain.s64@kalvium.communitySignature: Date: 5/18/2025**For Kalvium**

Name: Mohnish Jaiswal

Title: Head, Program Delivery

Signature: Date: 16th May 2025

Appendix 1: Program Details – Morgan Stanley & Lowe's Placement Accelerator

This appendix outlines the key details of our **Morgan Stanley & Lowe's Placement Accelerator**.

1. Dates and timings:

- **Dates** - 21st May to 7th June 2025 (Monday through Saturday, except Sundays)
- **Timings** - 2 to 3.30 pm and 3.45 to 5.15 pm for all synchronous workshops. For assignments and tasks, a deadline of next day 12 noon will be provided.

2. Key Areas you will learn: The curriculum will be tailored to address the known assessment areas for both Morgan Stanley and Lowe's:

- Aptitude
- Debugging In C++ & Java only.
- Coding - Data Structures & Algorithms (DSA)
- Technical Concepts: SQL, OOP and MERN stack (MongoDB, Express.js, React, Node.js).
- Common Preparatory Areas:
 - Technical Concepts Interview Skills
 - Behavioural Interview Skills

3. What You Can Look Forward to Achieving (Our Shared Learning Outcomes & Activities): By actively participating in the Morgan Stanley & Lowe's Placement Accelerator, you will engage in a variety of activities designed to build your skills and confidence. Based on our planned schedule, these include:

- **Orientation Session:** To set the stage for our focused work together.
- **Targeted Workshops:** Sync sessions covering Aptitude, Debugging, Coding, Technical Concepts, and Behavioural Interviews.
- **Intensive Practice Sessions:** Including peer interviews, solving aptitude questions, tackling debugging problems, and working through coding challenges relevant to both companies.
- **Learning Check-ins (Assessments):**
 - A **Pre-assessment test** to gauge initial preparedness.
 - A **Mid-assessment test** to track progress.
 - An **End-assessment test** to evaluate overall learning and readiness.

Appendix 2: Our Shared Terms & Conditions of Participation

This appendix outlines our shared understanding of participation in the **Morgan Stanley & Lowe's Placement Accelerator**. We believe these guidelines will help create a focused, productive, and respectful learning environment for everyone involved.

1. Being Present: Attendance, Punctuality, and Our Approach to Absences

- **Attendance and assignment expectations:** You must maintain a minimum of 90% attendance across all scheduled sessions. For example, if there are 32 sessions, you must attend at least 29. If you anticipate missing a session, apply for leave in advance using the official process, which will be communicated at the program's start.
- In addition to attendance, you are also expected to maintain on-time completion of assignments and tasks on at least 90% of the working days during the Accelerator. Timely submission is essential to your learning and to remain in good standing within the program.
- Failure to meet either of the two criteria (on the 90% threshold) will lead to your outcomes suffering. You will be awarded a Certification of Completion from this Accelerator, only subject to you meeting the aforementioned two criteria.
- **Being on Time:** Being on time respects everyone's learning journey. Joining late beyond 5 minutes from the start of the session will be considered as absent for that session. Similarly leaving the session 5 minutes before the end of the session will result in being marked absent.
- **Professionalism and Integrity – Our Foundation:** We uphold a **zero-tolerance policy for any breach of professionalism or integrity**. This is paramount. All participants are expected to maintain the highest standards of ethical conduct, respectful interaction, and academic honesty throughout the Placement Accelerator. Any action contrary to this spirit can lead you to be removed the Accelerator with immediate effect, as well as due course of action taken basis [Kalvium's Student Code of Conduct](#).

Appendix 3: Eligibility, Exclusion & Company-Specific Conditions

This appendix provides clear information on who is invited to join our **Morgan Stanley & Lowe's Placement Accelerator**, important conditions regarding participation, and specific details related to the Morgan Stanley selection process.

1. Who is Invited to Join the Morgan Stanley & Lowe's Placement Accelerator?

We are pleased to invite the following students to participate in this focused preparation program:

- All students of the **2024 batch of SPE**.
- **Unplaced students from the 2023 batch of SPE**.

2. Our Unwavering Stance on Professionalism & Integrity (Exclusion Criteria)

Kalvium upholds the highest standards of professionalism and academic integrity. As such, please be aware of the following important exclusion criterion:

- **Not Eligible:** Any student who has been barred from placement activities by Kalvium due to a confirmed breach of professionalism or integrity codes is **not eligible** to participate in the Morgan Stanley & Lowe's Placement Accelerator.
- **Zero Tolerance:** We maintain a zero-tolerance policy in these matters. This Accelerator is designed for students who are committed to ethical and professional conduct.

3. Special Conditions & Considerations for Morgan Stanley & Lowe's

For students specifically targeting Morgan Stanley & Lowe's, please take careful note of the following unique conditions associated with their recruitment process:

- **Accelerator Attendance:** While participation in the Morgan Stanley & Lowe's Placement Accelerator is **optional**, it is **highly recommended**.
- **Kalvium's Placement Eligibility & Preferred Recruiters:** For the purpose of being considered by Kalvium's Preferred Recruiters through this specific drive, standard placement eligibility criteria are **not an overriding factor** for Morgan Stanley and Lowe's initial consideration if you are otherwise eligible for this Accelerator.
- **Mandatory Post-Selection Skills Bootcamps:** This is a critical point: If selected by either company, you must attend a mandatory, company-specific Skills BootCamp conducted by Kalvium after the recruitment process. This BootCamp is separate from the current Accelerator, which is designed to help you crack the recruitment process. The Skills BootCamp will equip you with essential job-ready skills to succeed in the offered role.
- **Consequence of Not Graduating from the Skills BootCamp:** If a student does not successfully graduate from the mandatory Skills BootCamp, the employment offer **will be rescinded**. Details about the Skills BootCamp will be shared post selection by the companies.

Appendix 4: Miscellaneous Information – Other Important Points for Our Journey

This appendix covers some other practical points to help ensure our **Morgan Stanley & Lowe's Placement Accelerator** experience is smooth and clear for everyone. We believe open communication and shared understanding are key to our partnership.

- **How will we share important updates?**

All official communications regarding the Program, including schedule updates and other important notices, will be conveyed through email. It is the Student's responsibility to regularly check your kalvium.community email.

- **Who can I ask if I have questions?**

For any questions or clarifications regarding the Program or this Contract, students can raise a ticket against the help topic: Placement Process and Related.

For any questions or clarifications that are time sensitive regarding the Program or this Contract, students can reach out to the program team via email at program@kalvium.community. Please don't hesitate to reach out!

- **Can our shared understanding change?**

If any updates or changes are needed to this contract or these appendices, these will always be made in writing and will be based on advance communication with enough time gap between intimation and execution. This is required to make necessary changes to make the most of the dynamic nature of the job market and internships.