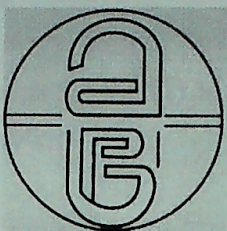


MEMORANDUM OF UNDERSTANDING



**Appasaheb Birnale College of Pharmacy,
Sangli.**

AND

**Rubicon Skill Development Pvt. Ltd,
Pune.**

MEMORANDUM OF UNDERSTANDING (MOU)

Between

Appasaheb Birnale College of Pharmacy, Sangli.

&

Rubicon Skill Development Pvt. Ltd.

For Training students on Rubicon's Campus to Corporate Program



This Memorandum of Understanding is made at Pune on 09th day of September 2019.

Appasaheb Birnale College of Pharmacy, Sangli, (India) hereinafter referred to as "THE COLLEGE" (Which term shall so far as the context admits be deemed to mean and include its successors and assigns) of the First Part,

AND

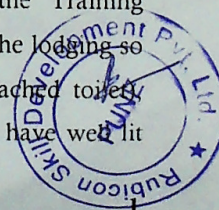
Rubicon Skill Development Private Limited a Company incorporated and registered under the Companies Act, 2013, having its Corporate office at 801, 8th Floor, Tower 1, World Trade Centre, Pune - 411014, Maharashtra, hereinafter referred to as "**Rubicon**" (which term shall so far as the context admits be deemed to mean and include its successors, administrators, executors and assignees) of the Second Part.

1) Introduction

THE COLLEGE has decided to partner with RUBICON for the conduct of Tomorrow's Foundation Connect with Work Program (hereinafter referred to as "Training Program") at THE COLLEGE.

2) THE COLLEGE Responsibilities:

- 2.1 Shall nominate one person with adequate accountability and responsibility to coordinate the Training Program. He / She would act as the single point of contact for the proposed Programme.
- 2.2 Shall make available the infrastructure (including IT infrastructure, applications and connectivity) required to conduct the Training Program.
- 2.3 Shall provide all the support services and facilities to RUBICON during the conduct of the said Training Program. Adequate power backup through UPS and DG supplies during the training sessions.
- 2.4 Shall coordinate with RUBICON and facilitate conduct of all the assessments including the assessment to be conducted by the external agency (if any) identified by RUBICON, as per schedule communicated by RUBICON.
- 2.5 Provide lodging, wherever available, as per the standards of RUBICON for faculty conducting the Training Programme for the total duration of the Training Programme plus two days (one day prior and one day after closure). The lodging so planned to be provided should be with independent room (with attached toilet, regular water supply, clean, with access to boarding facilities, should have well lit





approach and surroundings, have adequate safety & protection and environment.

- 2.6 Shall share the details of students in a prescribed format to ensure that there is no duplication of beneficiaries.
- 2.7 This is a multi-year program to create social impact. The college shall share few details to assess the impact of the program. For e.g. Placement details of trained students will be required to assess the impact of the program from one year to another year.

3) Rubicon Responsibilities:

- 3.1. Will provide necessary training as per Training Programme requirements and curriculum for delivery as per Annexure I to this MOU.
- 3.2. Will provide suitable faculties for the training exclusive for classroom training.
- 3.3. Will conduct assessment of its own and also arrange external assessment as required.

4) Other Terms & Conditions:

The following are other terms and conditions of engagement:

- 4.1. Batch Size: The batch size would need to be a min/ max of 35-40.
- 4.2. Each student would be made available for the Training Program for specified number of hours per day for the duration of the Training Program
- 4.3. Pre-assessment & Selection: RUBICON may carry out pre-assessment of the students who have applied for the course and shortlist the select candidates to undergo the Training Program. The final decision on selection of candidates eligible to take the Training Program shall be with RUBICON.

4.4. Programme schedule:

4.4.1. Training Program scheduled commencement date 11th September 2019

4.4.2. Scheduled Completion Date: and will be completed by not later than 13th September 2019

4.5. Commercial:

4.5.1. Training Fees:

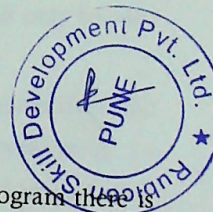
The training Fees is as follows, Since this is a CSR funded Program there is no fee payable by THE COLLEGE for this Training Program

4.5.2. Payment Terms

Not Applicable

4.6. Certification:

Students who are successful in the assessment conducted by RUBICON shall be awarded a certificate post completion of the training program.





4.7. Term of engagement:

This MoU is valid from the date of sign off by both parties for a period of 03 years, however both parties agree that based on mutual agreement, the terms may be extended. Both parties also agree that terms may be renegotiated.

4.8. Limitations and Warranties:

Both parties agree that it would be their endeavour to prevent any liability arising out of default or non-compliance of the MoU terms by the other party.

4.9. Termination:

4.9.1. Both parties can terminate the MoU with a prior written thirty (30) day notice on default of terms of non-adherence to any condition or responsibilities by the other party as outlined in this MoU in case such default is not rectified within such 30 days.

4.9.2. Both parties also agree that it would be their professional endeavour that despite any termination of the MOU, progress would continue, without any prejudice to the ongoing Training Programmes, which would be without any hindrance and would be progressed for completion.

5) General Terms:

5.1 Both the parties may receive information proprietary to other party (the Confidential Information) in the course of performance of their obligations under this MOU. Confidential Information is not meant to include any information which (a) is publicly available (b) is rightfully received by the parties from third parties without accompanying secrecy obligations; (c) is already in either party's possession and was lawfully received from sources other than the parties or (d) is independently developed by the parties. The two bodies understand and acknowledge that the Confidential Information is valuable and confidential and agrees that it will at all times be kept in trust to be disclosed only to such persons as have a "need to know" the same for the effective implementation of this MOU and that it will only be used by the parties for the benefit of others.

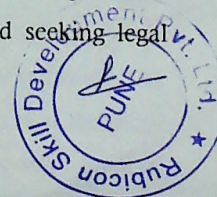
5.2 Both the parties understand and agree that all written or other tangible data and documentation developed or procured by the other party in performing its obligations under this MOU, whether in printed or electronic form, belongs to other party and that other party will have all rights, titles and interests therein.

5.3 Both parties shall not use the name and brand of other party in any advertisement or make any public announcement without the prior written approval of the other.

5.4 Each party shall be at liberty to terminate this MOU with a written notice period of three (3) month to the other party without any compensation and seeking legal redress.

6) Jurisdiction:

In the event of any litigation, the court of jurisdiction shall be Pune.





7) Indemnification

Both parties agree to indemnify each other and hold the other party harmless from and against any claim, loss, liability, or expense, including, but not limited to, damages, patent, and trademark infringement, costs and attorneys' fees, arising out of or in connection with any acts or omissions of their agents or employees, as related to the terms of this MoU.

Any claim, compensation, case initiated by any student against Aricent in relation to the Training Program due to any acts or omissions of COLLEGE and/or RUBICON shall be defended and contested by the COLLEGE and RUBICON at their sole expenses and cost keeping Aricent indemnified from the same.

8) Limitation of Liability:

Except for the indemnification obligations, both parties agree that the liability would be limited to the amount of actual transactions between the two parties.

9) Notices:

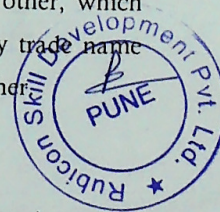
Any notices under this MOU will be sent by certified or registered mail, return receipt requested, to the respective address of Parties as contained in this MOU. Such notice will be effective upon its mailing as specified.

10) Intellectual Property Rights

10.1 RUBICON explicitly warrants that it owns all the intellectual properties related to content in all formats, the technology framework and all other related objects and the THE COLLEGE has no rights to use the content and mode of delivery for any other purpose.

10.2 Each party hereby undertakes to inform the other party of any violation of Intellectual Property Rights or its unlawful use, under prevalent laws of India. Further, each of the party herein, agrees to co-operate with the other to the extent possible in the process of investigating such cases of any violation of Intellectual Property Rights or its unlawful use and taking legal action against the said infringement.

10.3 Upon expiration of this MoU, or two years period of time from the date of completion of the courses, whichever is later, each party hereby agrees that it shall not make any claim on the Trade Name or the copyrights of the other, which belongs exclusively to the other party, nor shall either party use any trade name which is deceptively or confusingly similar to the trade name of the other.

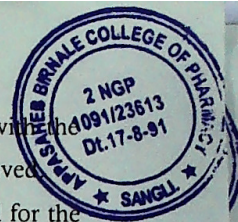


11) Force Majeure:

11.1. Neither party to this MOU shall be liable for any failure or delay on its part in performing any of its obligations under this MOU, if such failure or delay shall be result of or arising out of Force Majeure conditions and, provided that the party claiming Force Majeure shall use its best efforts to avoid or remove such cause of

non-performance and shall fulfil and continue performance hereunder with utmost dispatch whenever and to the extent such cause or causes are removed.

11.2. Any extraordinary event, which cannot be controlled by the parties, shall for the purpose of this MOU be considered as a Force Majeure event. Such events include acts of God, acts or omissions of any Government or agency thereof, compliance with rules, regulations or order of any Government Authority. Provided however, if either party claims that existence of any of the aforesaid conditions is delaying or disabling the performance by said party of its obligations under this MOU, such party shall give immediate notice to the other party of the existence of such conditions whose existence are claimed to delay or disable the performance of obligations as aforesaid.

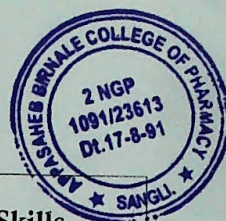


IN WITNESS WHEREOF, to show their assent, the duly authorized representative of the parties hereto have signed the MoU and set their seals as below:-

Party of the First Part	For- Appasaheb Birnale College of Pharmacy, Sangli.
Stamp of the Party	
Sign. of Authorized Signatory	
Name of Authorized Signatory	Dr. Sanaulla A. Tamboli
Designation	Principal
Witness	
Signature of Witness	
Name of Witness	Mr. Ganesh R. Gadekar Training & Placement Officer

Party of the Second Part	For Rubicon Skill Development Pvt. Ltd.
Stamp of the Party	
Sign. of Authorized Signatory	
Name of Authorized Signatory	Pravir Kumar
Designation	Chief Executive Officer
Witness	
Signature of Witness	
Name of the Witness	Mrs. Sruchi Mench

ANNEXURE 1



New Hire Training/ Personality Development/ Employability Skills

Sr. No.	Topic	Methodology	Learning Objectives	Duration
1	Expectation setting	Role play	To learn Industry expectations from freshers	1
2	Ice breaking	Introduction	To know more about the trainer & candidates	1
3	Organizational Structure	Case study	To learn Organizational structure	2
4	SWOT Analysis	Free speech	To identify their Strength/Weakness/Opportunities/Threat	2
5	Corporate Jargons	Presentation	To learn most commonly used words in corporates	1
6	Public Speaking	Extempore	To eliminate stage fear	2
7	Presentation Skills	Power Point presentation	To articulate your thoughts through Power point presentation	2
8	E-mail Etiquette	Presentation/Mock E-mails	To learn E-mail writing skills	2
9	Grooming	Presentation/Do's & Don'ts'/Role play	Dress to impress/ Proximity/ Personal hygiene/	2
10	Body language	Role play	To learn positive body language	1
11	Telephone Etiquette	Role play/Mock Calls	To handle telephonic round of interview/ To learn call mechanics	2
12	Group Discussion	Group activity	To assess candidates' public speaking skills	2
13	Personal Interview	Mock Interviews	To perform well during interviews	4
				24 hrs.

