

[www.hitam.org](http://www.hitam.org)

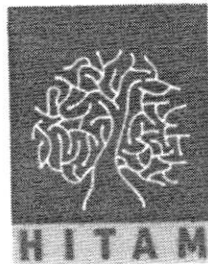
**Memorandum of Association  
(MoA)**

**on**

**Exchange of Staff/Faculty/Course**

**Between**

**Hyderabad Institute of Technology and Management  
(HITAM)**



**And**

**Shetty Institute of Technology  
(SIT)**



» UGC Autonomous College » Accredited by NAAC, NBA [CSE, ECE] » Affiliated to JNTUH » Approved by AICTE

**HYDERABAD INSTITUTE OF TECHNOLOGY AND MANAGEMENT**  
CAMPUS: Coudavelly (Village), Medchal-Malkajgiri (Dist.) - 501401, Telangana, India. Tel: +91 924 700 1102

This Memorandum of Association (MoA) is effective as of 29-09-2021 to establish an affiliation by and between

**Hyderabad Institute of Technology and Management**, having expertise in the areas of technological education and research, having its office at Gowdavelly(V), Medchal(M), Medchal-Malkajgiri(D) 501401, Telangana, hereinafter referred to as HITAM – (Party-1).

And

**Shetty Institute of Technology**, having expertise in the areas of technological education and research, having its office at Shahabad Road, Kalaburagi- 585105, Karnataka, hereinafter referred to as SIT – (Party-2).

The institutions are hereinafter referred to individually as institute and collectively as institutes.

### **Preamble**

HITAM and SIT have many areas of common interest in Engineering and Sciences, considerable advantage may be gained from their pursuit on a collaborative basis in the fields of academics, education and research.

Therefore, HITAM and SIT have decided to enter into this Memorandum of Association (hereinafter referred to as MoA), which defines the framework for the cooperation of the two institutions set out in the following sections.

### **1. Objective**

Both institutes agree to develop the following collaborative activities in the academic areas of mutual interest, on a basis of equality and reciprocity.

The two institutions shall seek to promote:

#### **Faculty/Staff/Course Exchanges**

- (i) The exchange of faculty to the mutual benefit of institutions.
- (ii) Collaboration in teaching, research and development in the field of mutual interest.
- (iii) The exchange of academic materials and publications.
- (iv) Conducting lectures.
- (v) Attachment of staff for purposes of curriculum development and review, upgrading of teaching and research skills.
- (vi) Participating in seminars, symposiums, and other types of academic discussions
- (vii) To exchange information on research and educational programs.

- (viii) To jointly organize short-term continuing education programs on topics of mutual interest and to invite each other's faculty to participate therein.
- (ix) To organize jointly seminars, conferences, or workshops on topics of mutual interest and to invite each other's faculty to participate therein.
- (x) To use laboratory facilities in specific cases for a limited period.
- (xi) To exchange information on teaching, learning material and other literature relevant to their educational and research programs.

A plan of action will be prepared for each activity; setting forth detailed arrangements for collaboration will be agreed. Terms and conditions for each visit or an assignment or such exchange will be worked out between the institutes.

HITAM and SIT agree that detailed terms and conditions that guide each activity identified above will be determined separately and agreed upon by the two institutions. These terms shall include a technical description of the proposed activity, financial arrangements, and person(s) responsible for its implementation.

## **2. Coordination**

Each institution shall appoint one member of its teaching/research faculty to coordinate the programme on its behalf. Further, a coordination committee consisting of a programme coordinator from the side of HITAM, and programme coordinator from the side of SIT, will periodically review and identify ways to strengthen cooperation between the two institutions.

## **3. Confidential Information**

HITAM/SIT does not absolve any confidential information during the research activity.

## **4. Duration and Termination**

The Memorandum shall remain in force for a period of **FIVE** years commencing from the effective date. Institutions may extend the term by written agreement signed by both after review. Either institution may terminate the MoA by giving written notice of six months in advance to the other institution. Once terminated, neither HITAM nor SIT will be responsible for any losses, financial or otherwise, which the other institutions may suffer.

However, HITAM and SIT will ensure that the provisions of this Memorandum shall continue to apply to all activities in progress until their completion.

## **6. Amendments/Modifications**

This MoA may be amended or modified by a written agreement signed by the representatives of both institutes.

7. Governing Law

Participating faculty/staff involved in any activities under this Memorandum must adhere to the law of the host counties and rules and regulations of the institutions.

8. Dispute resolution


In case, there be a dispute relating to any aspect of academic cooperation, Director, HITAM and SIT will jointly resolve the dispute in a spirit of independence, mutual respect, and shared responsibility.

HITAM and SIT welcome the establishment of this Memorandum of Association and jointly agree to the provisions as set out above.

9. Signatures

For... HITAM .....

Name : Dr. Basanti Ganti  
Title : Principal  
Date : 29/09/2021



For... SIT .....

Name : Dr. Basanti Ganti  
Title : Principal  
Date : 29/09/2021





Shree.Shetty Sangappa Trust's

CET Code :E-216(UG)

# SHETTY INSTITUTE OF TECHNOLOGY

(An ISO 9001:2015 Certified Institution)

(Affiliated to Visvesvarya Technological University Belgaum and approved by AICTE, New Delhi)

**Shahabad Road, Kalaburagi- 585105, Karnataka- India**

Office: 08472-298922

[www.sitgulbarga.org](http://www.sitgulbarga.org)

Date:-15-11-2021

## -:NOTICE:-

All the Students are here by informed to attend the Seminar on “5G Technology” on 17-11-2021 at 11:00AM organized by Training and Placement cell.

Venue: Seminar Hall

  
PRINCIPAL

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Shetty Institute of Technology  
KALABURAGI

Copy To,

1. Principal
2. Training and Placement Cell



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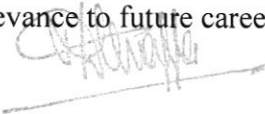
Shetty Institute of Technology, Kalaburagi	
Date of Activity:17-11-2021	Time Slot:11:00AM to 1:00PM
Activity Name:-"5G Technology"	
Organizing Committee: Training and Placement cell	Resource Person: Dr S Arvind
Total Number of Students Attended:35	Report Generated by: Training and Placement Cell

## OBJECTIVE:-

1. Enhance mobile broadband to provide significantly faster data speeds and more reliable connections.
2. Enable massive machine-type communications to support the Internet of Things (IoT) devices.
3. Support ultra-reliable low-latency communications for critical applications like autonomous vehicles and remote surgery.

## DESCRIPTION OF THE ACTIVITY:-

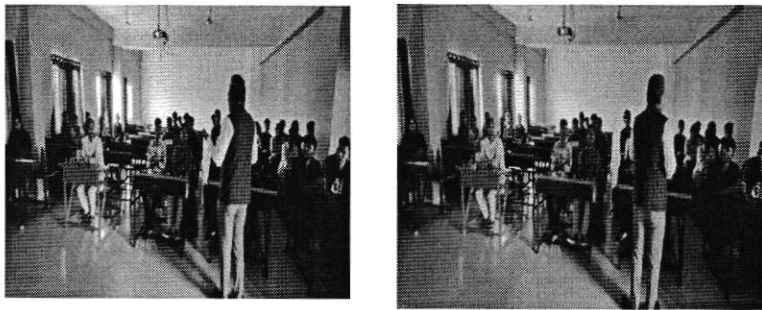
On May 21, 2019, the Training and Placement Cell at Shetty Institute of Technology, Kalaburagi, organized a session titled "5G Technology" from 11:00 AM to 1:00 PM. Dr. S Arvind, serving as the resource person, delivered an informative presentation to 35 students. The session focused on introducing the transformative capabilities of 5G technology, highlighting its potential to enhance mobile broadband speeds, support massive IoT deployments, and enable ultra-reliable low-latency communications. Students actively engaged in discussions about the implications and future opportunities in the telecommunications industry. The program concluded with a Q&A session, enriching participants' understanding of 5G technology's impact on modern communications and its relevance to future career prospects.

  
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## OUTCOMES:-

1. Enhanced understanding of 5G technology's capabilities, including faster data speeds and lower latency.
2. Increased awareness of 5G's potential applications in sectors such as IoT, autonomous vehicles, and health care.
3. Engagement in discussions about the future implications and opportunities in telecommunications.
4. Strengthened knowledge among students about career paths in the evolving field of 5G technology.

## PHOTOS OF THE EVENT:



Students attended seminar on 5G Technology in seminar hall.

A handwritten signature in black ink, written over a horizontal line. The signature is stylized and appears to be the name of the Principal.

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Office: 08472-298922

www.sitgulbarga.org

Name of the Event:- "5G Technology"

Organizing Cell:-Training & Placement Cell

Date:- 17-11-2021

## ATTENDANCESHEET


SL.NO	NAME OF THE STUDENT	DEPARTMENT
1	Abhishek somanath	3TS21CS001
2	Ajaykumar somanath salagar	3TS21CS002
3	Amul	3TS21CS003
4	Anil c uppinn	3TS21CS004
5	Animish yogi	3TS21CS005
6	Arundhati	3TS21CS006
7	Bhagyashree	3TS21CS007
8	Chandrashekar	3TS21CS008
9	Daneshwari	3TS21CS009
10	Ganesh darasing	3TS21CS010
11	Somesh hotkar	3TS21CS031
12	Sristy	3TS21CS032
13	Sumeet	3TS21CS033
14	Sunita	3TS21CS034
15	Sushma	3TS21CS035
16	Syed saad	3TS21CS036
17	Syed shahbaz hussaini	3TS21CS037
18	Umra adiba	3TS21CS038
19	Veeresh	3TS21CS039
20	Vijaykumar	3TS21CS040

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KALABURGI

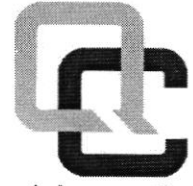
21	Aishwarya	3TS20CS001
22	Bapu gouda	3TS20CS002
23	Bhavani	3TS20CS003
24	Bindu reddy	3TS20CS004
25	Harish	3TS20CS005
26	Nasir khan	3TS20CS006
27	Nitesh	3TS20CS007
28	Sachin metri	3TS20CS008
29	Siddarth	3TS20CS009
30	Swati roogi	3TS20CS010

  
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KALABURAGI



## MEMORANDUM OF UNDERSTANDING

This agreement is made & executed on this day of 25<sup>th</sup> October 2021 between "Qspiders Campus Connect" a unit of Test Yantra Software Solutions India Pvt Ltd" Having its corporate office at 01, Basappa Layout, Gavipuram Extn, Gavipuram Extension, Kempegowda Nagar, Bengaluru, Karnataka 560019 Here in after referred to as the "QCC" which expression shall mean and include its heirs, legal representatives, executors, successors-in-interest, administrators and assignees etc. of the one part.


And

"Shetty Institute of Technology, Shahbad Rd, Rajapur, Gulbarga, Karnataka 585105 Here in formerly referred to as the "SIT" which expression shall mean and include its heirs, representatives, executors, successors-in-interest, administrators and assignees etc. of the other part.


**Objective:** "The Objective of this MOU is to provide Technical Grooming to SIT Students"

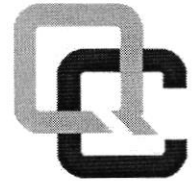
### General Terms of MOU:

1. **Participating Campus:** Following campus of SIT Students & Non-SIT Enrolled students are entitled to undergo for training and placements.
2. **Structure of Training Schedule.**
  - a) **Training Module:**  
QCC has designed Technical & Non Technical training module for students of SIT & Non-SIT Enrolled students in accordance to industry requirements  
Training plan are specified in Annexure
  - b) **Eligibility:**  
Students from BE/Btech/BSC/BCA/MCA/Mtech 2022 passing out batch are eligible for the training program
4. **SPOC and Trainer Deployment:**
  - a) Training will be delivered Offline @ SIT Campus
  - b) Trainers having multiple skills are used to train on requested skills.
  - c) QCC will use in-house trainers
  - d) **Primary SPOC:**  
I. Devika Rani Shelke  
9513684738  
devikarani.i@qspiders.com
  - e) **Secondary SPOC:**  
Likhitha  
6366765697  
likhitha.r@qspiders.com
  - f) Any change in training co-ordinator will be communicated.
5. **Payment and Mode of Payment:**  
Technical Training fee Charged by QCC shall be to all the students of SIT & Non-SIT Enrolled students who undergo training as per the agreed cost as per cost mentioned in the annexure I (Not applicable for Specific Training for which fee will be specified accordingly). SIT shall make payment only through Online transfer or DD.

 9513684738/7619163087

 info@campus.qspiders.com

 01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,  
Kempegowda Nagar, Bengaluru, Karnataka 560019



Training payment is agreed to release in three phases

Phase 1- 30% of Payment will be released after 1-2 Days of Demo of training program

Phase 2- Next 50% should be released once after training completion [Mock & Assessment].

Phase-3 Remaining 20% to be released once 30% of placements are done [Either student gets placed from QSpiders/SIT/Off Campus we still consider the closure] or in case students rejects the offer letter [After Receiving Offer letter/Applied on own interest]-closures are considered SIT has to pay Rs 11,800/student [Incl GST] For QSpiders & has to charge only Rs 22,000/Student [Apart from SIT Students] & for SIT Students Can charge Rs 15,400/student [with Discount of 30%]

Bank Account Details for NEFT or RTGS:

- Bank account name: QSpiders a unit of test Yantra Software solutions India Pvt Ltd
- Account number: 625405017924
- IFSC Code: ICIC0006254
- DD to be issued in favour of "QSpiders a unit of test Yantra Software solutions India Pvt Ltd"

## 6 Confidentiality:

Each party agrees that it shall not, at any time, after executing the activities of this MOU, disclose any information in relation to these activities or the affairs of business or method of carrying on the business of the other without consent of both parties.

## 7 Extension of Agreement:

The MOU may be extended provided the parties agreed upon, and can provide the necessary resources

## 8 Communications:

All notice, demands and other communication under this agreement in connection herewith shall be written in English language and shall be sent to the last known address, email, or fax of the concerned party. Any notice shall be effective from the date on which it reaches the other party.


## 9 Terms and Conditions:


### 1.1 General Terms:


- QSpiders will not involve with any training activities apart from SIT campus, & for those colleges in Gulbarga [H-K Region] which is mutually specified by SIT over the agreed period & after the graduation students are set free to visit QSpiders [For Training & Placements for commercials]
- SIT is allowed to use the Logo, Name & Website link of QSpiders/JSpiders

### 1.2 Hiring Terms:

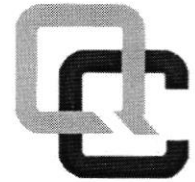
- SIT cannot hire the current employees of QCC and its group of companies Test Yantra, QSpiders and JSpiders, in such case SIT need to seek NOC from QCC.
- SIT cannot hire the employees worked QCC and its group of companies Test Yantra, QSpiders, JSpiders and got relieved from his/her employability within 3 years. Minimum gap should be 3 years and more

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Kempegowda Nagar, Bengaluru, Karnataka 560019





- SIT cannot hire employees of QCC and its group companies Test Yantra, QSpiders, JSpiders in any of the below forms
  - a. As a Permanent Employee of SIT
  - b. As a Contract Employee of SIT
  - c. As a part time employee or daily wages employee of SIT
  - d. As a consultant to SIT
  - e. Through any other sources or companies
  - f. Direct or indirect association with ex-employee is not allowed.

#### 11. Training Content and Delivery Terms:

1. Training Head or Coordinator from QCC will meet academicians of SIT to formalize and finalize the training content mutually.
2. Once the training content is finalized and approved, it cannot be modified later.
3. The training content which is agreed mutually by QCC and SIT will be delivered by QCC
4. Additional training apart from the agreed content, is recommended/requested by any SIT campus will be charged additionally based on subject and its content.

#### 12. Training Mode-Agreed Technical & Non-Technical Training will be conducted offline @ SIT Campus only.

#### 13. Placements-Placement assistance are provided for all the students who gets trained from QSpiders & unplaced students after the graduation who has been trained by QSpiders @ SIT Campus can visit any branch of QSpiders for further brush on the subjects covered in SIT campus by QSpiders & can avail placement assistance [for which no commercials involved]

##### a. Payment Terms:

###### Training Payment Terms:

1. Training fee is charged to all the students who enrolled for training program.

###### Tax Terms:


1. GST will be paid as per mutual agreement, based on the invoice raised by QCC
2. SIT will be paying 18% GST
3. All the payment done by SIT campus, TDS will be applicable and TDS statement to be provided to QCC quarterly


##### b. Exit terms:


1. The minimum locking period for this agreement will be 1 year from the date of signing MOU
2. Both the parties can exit from the agreement if other party services are not satisfied.
3. If QCC wished to exit the agreement, it will complete the current running training schedule and then exit.
4. If QCC wished to exit the agreement, advance amount shall not be refundable and also any additional training fee has to be paid by SIT till the date of termination of agreement.

#### 14. Arbitration:

Any dispute arising with regard to any aspect of this Agreement shall be settled through mutual consultations and agreements by the parties to the Agreement. Or All disputes, questions or differences etc., arising in connection with this agreement shall be referred to a sole arbitrator to be nominated by both the Parties. The arbitration proceedings shall be in accordance with &

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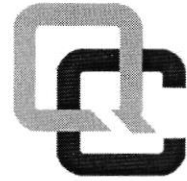
 info@campus.qspiders.com

 01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,  
Kempegowda Nagar, Bengaluru, Karnataka 560019



# Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd



Qspiders Campus

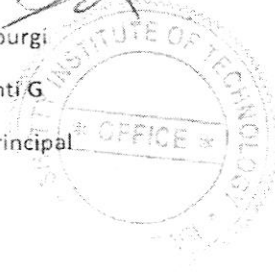
subject to Arbitration and Conciliation Act, 1996. The award of the arbitrator shall be final and binding on all parties to this agreement. The venue of such arbitration shall be at Gulbarga  
Annexures Enclosed

For

SIT, Kalburgi

Dr, Basanti G

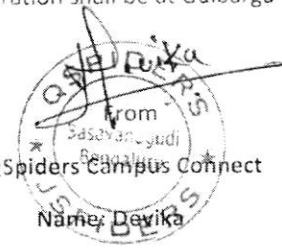
Designation: Principal



Qspiders Campus Connect

Name: Devika

Designation: QSpiders Campus business head



## Annexure- I

Training Model	Subjects	No of Students	Training Duration	Mode of Training	Cost/Student [Incl GST]
Technical Training	Java		40 Hours	Offline	Rs 11800/-
	Programming		30 Hours		
	Data Structure		40 Hours		
	SQL		40 Hours		
	Aptitude		40 Hours		

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info@campus.qspiders.com

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Shree.Shetty Sangappa Trust's

CET Code: E-216(UG)

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Office: 08472-298922

Website: [www.sitgulbarga.org](http://www.sitgulbarga.org)

## CERTIFICATION COURSE

TOPIC	CYBER SECURITY
YEAR	2021-22
VENUE	SEMINAR HALL
ORGANIZED BY	Q SPIDER
DURATION	30 Hrs
NO OF STUDENTS ENROLLED	18

  
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KALABURAGI**

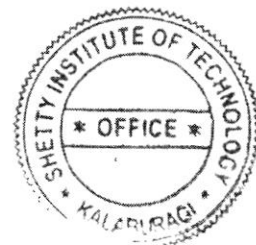


**CERTIFICATION COURSE**

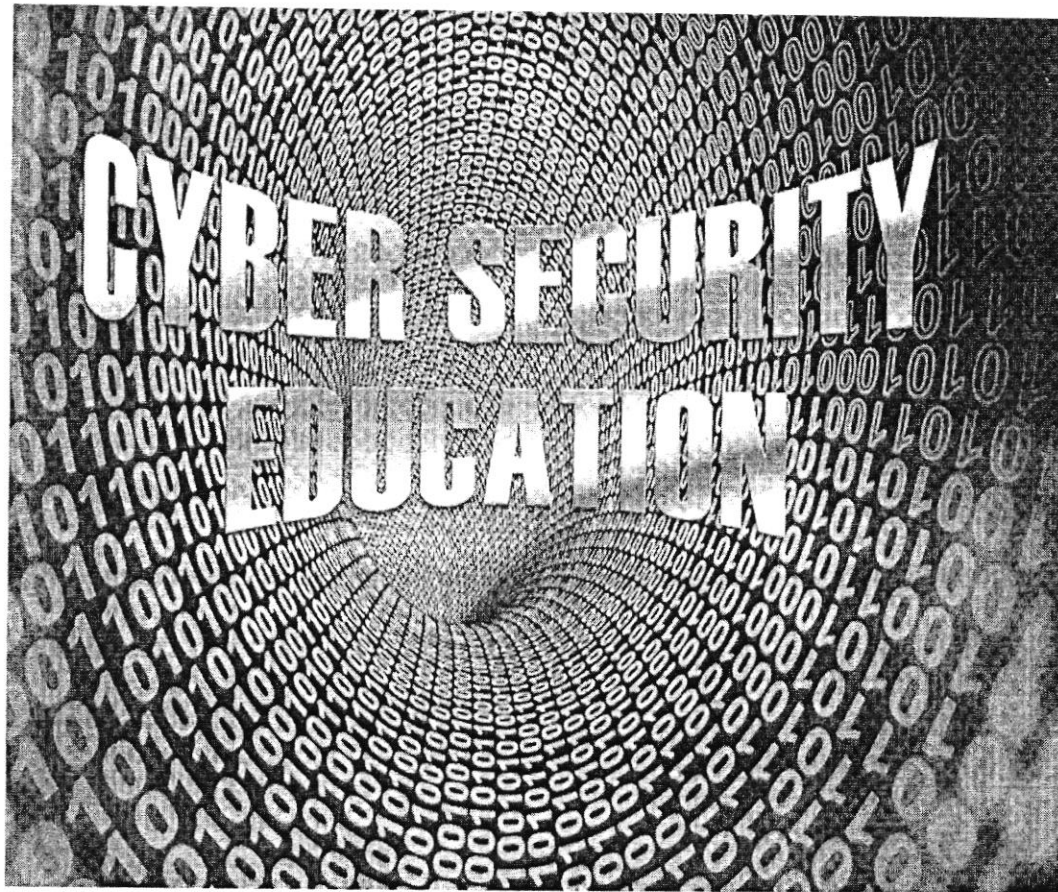
**SYLLABUS**

**ACADEMIC YEAR 2021-2022**

  
PRINCIPAL  
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KALABURAGI**



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## CYBER SECURITY

### Course Description:


This course provides an overview of cyber security principles, practices, and technologies. Students will learn about various types of cyber threats, how to protect systems and data, and the legal and ethical aspects of cyber security. The course includes lectures, hands-on labs, and projects to provide practical experience in securing computer systems and networks.

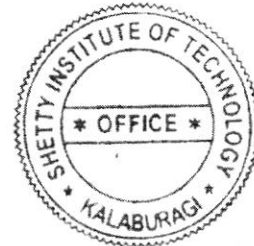
### Course Objectives:

- Introduce the basic concepts and terminology of cyber security.
- Teach students about common types of cyber threats and attacks.
- Explain various methods and tools for protecting systems and data.
- Cover the principles of network security and secure communication.
- Explore legal and ethical issues related to cyber security.

### SYLLABUS

Sl.no	Topic	
1	Introduction to Cyber Security	<ul style="list-style-type: none"><li>• Overview of cyber security</li><li>• Key concepts and terminology</li></ul>
2	Types of Cyber Threats and Attacks	<ul style="list-style-type: none"><li>• Malware, phishing, and other common threats</li><li>• Case studies of cyber attacks</li></ul>
3	Basics of System Security	<ul style="list-style-type: none"><li>• Operating system security</li><li>• User authentication and authorization</li><li>• Hands-on lab: Implementing system security measures</li></ul>
4	Data Protection Techniques	<ul style="list-style-type: none"><li>• Encryption and data integrity</li><li>• Secure data storage</li><li>• Hands-on lab: Data encryption</li></ul>
5	Network Security Fundamentals	<ul style="list-style-type: none"><li>• Network protocols and security</li><li>• Firewalls and intrusion detection systems</li><li>• Hands-on lab: Configuring a firewall</li></ul>

  
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Website: [www.sit.gulbarga.org](http://www.sit.gulbarga.org)

Date: 18/10/2021

## NOTICE

All the Students are hereby informed to attend the Certification course on "CYBER SECURITY" from 25-Oct-21 Seminar Hall. Attendance is mandatory.

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Institute of Technology


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Website: [www.sitgulbarga.org](http://www.sitgulbarga.org)

## STUDENTS ENROLLED

SI NO	USN	NAME
1	3TS20CS001	AISHWARYA
2	3TS20CS002	BAPUGOWDA
3	3TS20CS003	BHAVANI
4	3TS20CS004	BINDU
5	3TS20CS005	HARISH
6	3TS20CS006	NASIR KHAN
7	3TS20CS007	NITESH
8	3TS20CS008	SACHIN
9	3TS20CS009	SIDDHARTH
10	3TS20CS010	SWATI
11	3TS20CS011	VARSHINI
12	3TS21CV400	MITHUN
13	3TS21CV401	NIKHIL
14	3TS20EE001	NARASAMMA
15	3TS20EE002	AKASH
16	3TS20EE003	SOUBHAN.RAZA
17	3TS21EE400	ANKUSH
18	3TS21EE402	VISHWAJEET

  
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## STUDENTS ATTENDANCE

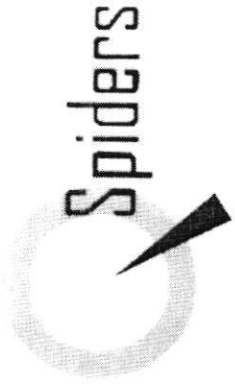
SL NO	USN	NAME	25/10/21	26/10/21	27/10/21	28/10/21
1	3TS20CS001	AISHWARYA	Aishwarya	Aishwarya	Aishwarya	Aishwarya
2	3TS20CS002	BAPUGOWDA	Bapugowda	Bapugowda	Bapugowda	Bapugowda
3	3TS20CS003	BHAVANI	Bhavani	Bhavani	Bhavani	Bhavani
4	3TS20CS004	BINDU	Bindu	Bindu	Bindu	Bindu
5	3TS20CS005	HARISH	Harish	Harish	Harish	Harish
6	3TS20CS006	NASIR KHAN	Nasir Khan	Nasir Khan	Nasir Khan	Nasir Khan
7	3TS20CS007	NITESH	Nitesh	Nitesh	Nitesh	Nitesh
8	3TS20CS008	SACHIN	Sachin	Sachin	Sachin	Sachin
9	3TS20CS009	SIDDHARTH	Siddharth	Siddharth	Siddharth	Siddharth
10	3TS20CS010	SWATI	Swati	Swati	Swati	Swati
11	3TS20CS011	VARSHINI	Varshini	Varshini	Varshini	Varshini
12	3TS21CV400	MITHUN	Mithun	Mithun	Mithun	Mithun
13	3TS21CV401	NIKHIL	Nikhil	Nikhil	Nikhil	Nikhil
14	3TS20EE001	NARASAMMA	Narasamma	Narasamma	Narasamma	Narasamma
15	3TS20EE002	AKASH	Akash	Akash	Akash	Akash
16	3TS20EE003	SOUBHAN.RAZA	Soubhan Raza	Soubhan Raza	Soubhan Raza	Soubhan Raza
17	3TS21EE400	ANKUSH	Ankush	Ankush	Ankush	Ankush
18	3TS21EE402	VISHWAJEET	Vishwajeet	Vishwajeet	Vishwajeet	Vishwajeet

*[Signature]*  
PRINCIPAL

*[Signature]*  
PRINCIPAL  
Shetty Institute of Technology,  
KALABURAGI







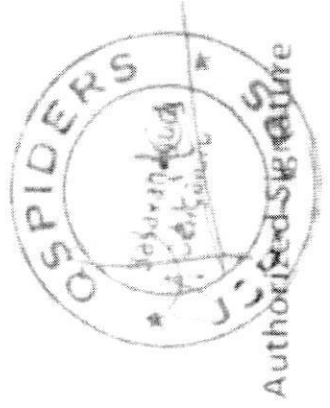
# CERTIFICATE


## of Participation

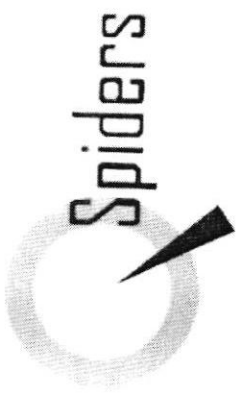
This certificate is proudly presented to:

**NARASAMMA (3TS20EE001)**

Congratulations on Successfully Completing Training Program on  
**CYBER SECURITY** at Q Spiders for 2021-22 Students



  
PRINCIPAL  
Shetty Institute of Technology  
KALABURAGI



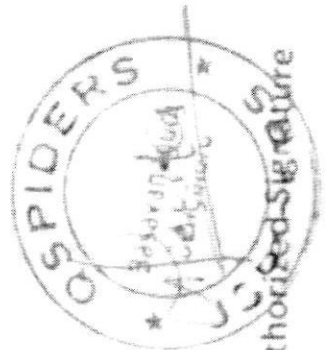
# CERTIFICATE


## of Participation

This certificate is proudly presented to:

**AKASH (3TS20EE002)**

Congratulations on Successfully Completing Training Program on  
**CYBER SECURITY** at Q Spiders for 2021-22 Students



  
P. PRATHAPAL  
Shetty Institute of Technology  
KALABURAGI



## Agreement

Further to our discussions with you regarding engagement by **Shetty Institute of Technology, Kalaburagi** ("Client") of Aon Consulting Private Limited ("Aon"), for availing the Services defined hereinafter, we are bringing on record the following terms of our engagement. In the event of a conflict with any Purchase Order or other documents issued by the Client based on this Agreement, the terms of this Agreement shall prevail. This Agreement will cover all human resource consulting services provided by Aon to Client ("Services") as documented herein. The General Terms and Conditions of this Agreement may be amended only by a written amendment signed by the parties.

All notices and other communications required or permitted under this Agreement will be in writing and will be deemed effectively delivered upon receipt by personal delivery, overnight courier service, or facsimile as confirmed by delivery and/ or transmission receipt or to a dedicated e-mail ID as set out herein. Any Party may change its particulars for such communications by giving a 15 business days' prior written notice to the other Party conforming to this Section.

### Section A ("Scope of Services")

#### 1. Scope of Services

The Services for the purposes of this SOW are:

Offering	Degree	Batch	Count of Students
30 Diagnostic Career Tests + CoCubes Y-1 + 2 CoCubes Tests	B. Tech	2021-2025	As per actuals

Our scope of services for this Agreement will be limited to **CoCubes Continuous Evaluation Program – Engineering – 2022-26 Batch** and will include the following:

#### Assessments Deliverable:

Engineering – 1 <sup>st</sup> to 4 <sup>th</sup> Year Assessments		
Semester Wise	Test Duration	Purpose
Quantitative Aptitude Test (QAT) – 2 <sup>nd</sup> , 3 <sup>rd</sup> , 5 <sup>th</sup> & 7 <sup>th</sup> Semesters	30 Minutes	Training Need Analysis
Analytical Reasoning Test (ART) – 2 <sup>nd</sup> , 3 <sup>rd</sup> , 5 <sup>th</sup> & 7 <sup>th</sup> Semesters	30 Minutes	
English Usage test (EUT) – 2 <sup>nd</sup> , 3 <sup>rd</sup> , 5 <sup>th</sup> & 7 <sup>th</sup> Semesters	30 Minutes	
Written English Test (WET) – 2 <sup>nd</sup> , 3 <sup>rd</sup> , 5 <sup>th</sup> & 7 <sup>th</sup> Semesters	25 Minutes	
Basics of Computer Programming – 2 <sup>nd</sup> Semester	25 Minutes	
Employability Aptitude Test (EAT) – 2 <sup>nd</sup> , 4 <sup>th</sup> , 6 <sup>th</sup> & 7 <sup>th</sup> Semester	45 Minutes	
Coding test – 2 <sup>nd</sup> , 4 <sup>th</sup> , 6 <sup>th</sup> & 7 <sup>th</sup> Semesters	30 Minutes	
Domain (7 branches) – 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> , 6 <sup>th</sup> & 7 <sup>th</sup> Semesters	30 Minutes	
CoCubes Test (Y-1) – 6 <sup>th</sup> Semester	2 hrs 42 Mins	
CoCubes Test (1) – 7 <sup>th</sup> Semester	2 hrs 42 Mins	Career Charting & Reports
CoCubes Test (2) – 7 <sup>th</sup> or 8 <sup>th</sup> Semester	2 hrs 42 Mins	



## 2. Client Details

- (a) **Name of the Entity:** Shetty Institute of Technology, Kalaburagi
- (b) **Invoice Address:** Shetty Education Hub, Shahbad Rd, Kalaburagi, Karnataka – 585105
- (c) **Name of Contact Person:** Mr. Anirudh Shetty
- (d) **Contact Tel. no. and email Id:** 9535652222; [principal@sitgulbarga.org](mailto:principal@sitgulbarga.org)
- (e) **GST Registration Number/ UIN:** NA
- (f) **TAN (Tax Deduction/ Collection Account Number):** NA
- (g) **PAN (Permanent Account Number):** AAITS1095D

## 3. Contact

Aon contacts for these Services are:

- a.) Name of Contact Person: Guduru Karthik
- b.) Contact Email ID: [guduru.karthik@aon.com](mailto:guduru.karthik@aon.com)

Client contacts for these Services are:

- a.) Name of Contact Person: Mr. Anirudh Shetty
- b.) Contact Email ID: [principal@sitgulbarga.org](mailto:principal@sitgulbarga.org)

## 4. SOW Disclaimer

- a) Any report generated under this SOW is for private circulation only and cannot to be shared with or distributed to any third parties without Aon's prior written consent.
- b) This is a HR report and the content in the reports is not intended as and does not constitute legal advice. As legal advice must be tailored to the specific circumstances of each case, nothing provided herein should be relied upon or used as a source of legal advice.
- c) Aon does not provide legal, tax, accounting or audit services. Should Client require advice of this nature, Client must consult its own advisers.
- d) Aon neither assumes nor accepts any responsibility for any loss (whether direct or indirect) arising to any person acting or refraining from acting as a result of any material contained in this report or for any consequence arising out of circulation, publication, or reproduction of the report.

## 5. Special Terms

Following terms shall be read in conjunction with terms of the Agreement, and in case of a conflict shall supersede any conflicting terms of the Agreement, for our poses of operations of this SOW;



- a) **Definitions.** As used in this SOW, the following terms shall have the meanings set forth below:
- a. Authorized User Client authorized employee and administrator(s)
  - b. Live Date means the date on which access to OAS is granted by Aon
  - c. OAS will mean Aon assessment consultancy services and license for Aon's online tool for the provision of online candidate assessments and 360 feedback solutions
  - d. "Site" will mean the website controlled by Aon through which certain Services may be accessible or Deliverables provided. Site will include OAS.

Capitalized terms used but not defined in this SOW have the meanings set forth in the Agreement.

- b) Client may begin accessing the Site from Live Date.
- c) **License, Access and Usage**
- a. A password will be assigned to each Authorized User for access to the Site, if applicable. Client will provide Aon with a list of its individuals to be enabled as Authorized Users. Aon will disable passwords for any current Authorized User upon request.
  - b. Client and Authorized Users will not share passwords without the express written consent of Aon. Any unapproved use of or access to the Site, is prohibited, and will terminate any permission or license granted under this Schedule to use the Site, and the Services. Aon reserves the right to deny or terminate access of an Authorized User at any time, and Client will cease providing Aon Confidential Information to such Authorized Users upon notice.
  - c. Upon execution of this SOW, Aon hereby grants Client a worldwide, non-transferable and non-exclusive license to allow Authorized Users to access and use the Site and Deliverables. Client is responsible for managing its client administrators and assessment processes. Such license shall lapse upon the termination of this SOW and the Client shall return or destroy any Aon Information as instructed by Aon.
  - d. Client agrees that it and its Authorized User will not download the software executable code or object code in the Site to any media or remove, alter, cover, or obfuscate any copyright or trademark notice appearing in on the Site.
  - e. Client Information that Client or its Authorized Users send to Aon will be stored on Aon's or Aon third party suppliers' servers.
- d) Aon reserves the right, in its sole discretion: (i) to modify the security procedures instituted by Aon in connection with Client's access to and use of, through its Authorized User(s), the Site; and (ii) to change the software underlying the Site, in its sole discretion, provided the resulting software remains functionally equivalent.



- e) No Refund. If Client terminates this SOW or the Agreement, all unpaid undisputed fees and expenses will become immediately due and payable and no refunds or credits are provided.
- f) Maintenance and Support. Aon will use reasonable endeavors to ensure that the Site performs and functions in a live environment substantially in accordance with the SOW. The foregoing shall be subject to Client operating the Site in accordance with any instructions issued by Aon in writing from time to time.
- g) The Site is supplied "as is" and Aon makes no warranty that the Site is free of viruses, free of defective or malicious or harmful code or that the operation of the Site will be uninterrupted or error-free, nor that it will be compatible with any particular browser, except as agreed between the Parties in writing.

### Section B

#### General Terms and Conditions (the "General Terms")

##### 1. Engagement for Services

Subject to the provisions of this Agreement, Aon will provide services to the Client as more particularly described above.

##### 2. Fees and Expenses

- a) Fees and expenses are due and payable within fifteen (15) days of the date of invoice. Aon will invoice Client via email, and all payments will be made via electronic payment. Client will promptly, but no later than two (2) days from the date of invoice, notify Aon of any questions regarding invoices so that Aon can expect timely payment. Interest at fifteen percent (15%) per year will accrue after the invoice due date until payment is received.
- b) Client shall pay all reasonable travel and related living expenses incurred by Aon's personnel in performing Services for Client.
- c) Aon's fee for Services is exclusive of all applicable indirect taxes, levies, duties, cesses and surcharges that are applicable now or that may hereafter be imposed on Aon's rendering of the Services or the Client's use of the Services. Any indirect tax will be charged and recovered over and above the Aon's fees for Services. In the event of any subsequent amendments to applicable tax laws, the parties would discuss and agree upon an approach which would allow for optimization of the taxes applicable under the Agreement. If income-tax or other taxes are deductible at source, as per laws and regulations in effect from time to time, from the fees and expenses payable to Aon in terms of this Agreement, the Client may deduct such taxes and deposit the taxes so deducted with the Government within the time prescribed therefore by law and shall promptly issue appropriate certificate or other documentation to Aon to enable Aon to claim credit for the taxes so deducted at source..

### 3. Additional Services and/or Change in Services

Client may, at any time, prior to Aon's completion of Services, request additions and/or changes to the Services which upon confirmation between the parties may be documented through an amendment to this Agreement,

### 4. Term and Termination

- a) This Agreement shall commence on **01<sup>st</sup> August 2021** (the "Effective Date") and shall continue for a period of **48 months** i.e. till **31<sup>st</sup> July 2025** until terminated by either Party as provided in Section A.
- b) Either party may terminate this Agreement, without cause at any time upon thirty (30) days prior written notice to the other party.
- c) Either party may terminate this Agreement for cause upon fifteen (15) days prior written notice to the other party, provided that such other party shall have the opportunity to cure any breach within such fifteen (15) days.
- d) Upon the effective date of termination, Client will pay Aon for all fees and expenses due hereunder through the effective date of termination.

### 5. Delays

Neither party will be in breach of this Agreement nor will either party be liable to the other party for, liabilities, damages, or other losses arising out of delays in performance caused by acts of God, government authority, strike or labor disputes, fires or other loss of facilities, breaches of contract by suppliers or others, telephone system, or Internet service provider or other utility outages, pandemics, epidemics, equipment malfunctions, computer downtime, and similar occurrences or reasons outside the control of the party as long as such party is diligently attempting to correct the cause of the delay..

### 6. Ownership and Control of Data and Work Product

- a) Aon has created, acquired or otherwise has rights in, and may, in connection with the performance of Services hereunder, employ, provide, modify, create, acquire or otherwise obtain rights in, various concepts, ideas, methods, methodologies, procedures, processes, know-how, and techniques (including, without limitation, function, process, system and data models); any skill acquired or developed by Aon in the course of this Agreement and any and all proprietary rights therein and any other documents, information or materials pertaining to Aon's business and derivatives thereof and any materials created prior to or during the performance of the Services; all information and materials provided to the Client by or on behalf of Aon to





Client; templates; software systems, user interfaces and screen designs; general purpose consulting and software tools; websites; administration systems; and data, documentation, and proprietary information and processes; any of Aon's websites (including websites or on-line portals, general purpose consulting and software tools, templates, standard materials and derivatives thereof, through which Aon may perform the services); Aon software or a website controlled by Aon through which certain Services may be accessible or Deliverables provided (the "Site"), and all intellectual property rights therein ("Aon Information").

- b) All right, title and interest in and to any data, information and other materials furnished to Aon by Client hereunder ("Client Information") are and shall remain Client's sole and exclusive property. Client grants to Aon a license to use such Client Information to provide the Services.
- c) Aon will retain all right, title and interest in and to all intellectual property rights embodied in or associated with Aon Information, the Services and in and to any results of the Services (including survey results, reports, processed data or other information or materials), written advice, letters and/or other advisory materials provided as part of the Services (the "Deliverables") posted or available through the Services, including copyrights, patents, and trademarks. The Deliverables are copyrighted by Aon.
- d) Deliverables and Aon information is provided to the Client for Client's exclusive benefit and use and solely for the purpose for which it is provided. Other than as permitted in below paragraph, Client agrees not to distribute or disclose, in whole or in part, any Deliverables and Aon Information to any third party.
- e) Subject to Section 6 (d) above, where necessary for the management of Client's affairs Client may pass Deliverables and Aon Information to its group companies or its professional business advisers for information purposes only, provided that; a) the Aon Information and Deliverables are disclosed in full and no disclaimers are removed from Aon Information and Deliverables prior to disclosure; b) that all such recipients accept such Aon Information and Deliverables on the basis that : (i): Aon's aggregate liability, collectively, to those recipients and Client is no greater than Aon's aggregate liability to Client as set out in this Agreement and (ii) they are subject to an obligation not to disclose such Information to third parties, other than as required by law or court order.
- f) Aon hereby grants to Client a paid-up, royalty-free, non-transferable, non-sublicensable, nonexclusive license to use such Site, Aon Information and Deliverables solely for Client's internal use. To the extent such license covers use of Site by Client, such license to access and use the Site is granted till the term of Agreement and shall terminate and expire upon the termination or expiration of this Agreement.
- g) Client will honor Aon copyrights, patents, and trademarks relating to Services, Deliverables and Aon Information, and will not use Aon's name or other intellectual property without Aon's prior written consent. Client will not undertake, cause, permit or approve the modification, creation of derivative works, translation, reverse engineering, decompiling, disassembling or hacking of Aon Information, the Services, Site or





Deliverables or any part thereof; and will not remove, obscure, make illegible or alter any notices or indications of the intellectual property rights that are affixed on, contained in or otherwise connected to any Services or Deliverables or other Aon Information

- h) Nothing contained in this Agreement will prohibit Aon from using any of its general knowledge or knowledge acquired under this Agreement (excluding Client's Confidential Information) to perform similar services for others.

## 7. Confidentiality

- a) For the purposes of this Agreement, "Confidential Information" includes: (i) the terms of this Agreement; (ii) Client Information; (iii) Aon Information; (iv) oral and written information designated by a party as confidential prior to the other party obtaining access thereto; and (v) oral and written information which should reasonably be deemed confidential by the recipient whether or not such information is designated as confidential. Each party's respective Confidential Information will remain its sole and exclusive property.
- b) Each party will use reasonable efforts to cause its employees to minimize distribution and duplication and prevent unauthorized disclosure of the Confidential Information of the other party. Each party agrees that only employees, contract employees, board members, and outsourced service providers who have a need to know the Confidential Information of the other party will receive such Confidential Information. Aon may disclose Client Confidential Information to Aon Affiliates to the extent necessary for the Services; provided, that Aon remains responsible for compliance by any affiliates in receipt of Confidential Information with the terms of this Section. No party will disclose the other party's Confidential Information to a third party without the prior written consent of the other party, which consent may be conditioned upon the execution of a confidentiality agreement reasonably acceptable to the owner of the Confidential Information, except that either party may disclose the other party's Confidential Information to its legal counsel and auditors. Aon may use Client's Confidential Information in combination with other client data to produce reports, analysis, or results for services and disclose them to: Aon Affiliates, employees, agents, subcontractors, counsel and auditors; Client; other Aon customers, on an aggregated and de-identified basis, provided that no such Client Confidential Information is (1) identifiable by Client or a Client employee or (2) attributable to Client. Aon may also disclose Client's Confidential Information to any subcontractor or, as instructed by Client, to any other third party providing services to Client under this Agreement as reasonably necessary for such subcontractor or third party to perform its services, provided that any such subcontractor is subject to a confidentiality agreement. In accordance with applicable legal and disaster recovery requirements, each party may store copies of Confidential Information in electronic archives or backups made in the ordinary



course of business which shall not be returned or destroyed but shall remain subject to the restrictions set forth herein.

- c) Confidential Information does not include information if and to the extent such information: (i) is or becomes generally available or known to the public through no fault of the receiving party; (ii) was already known by or available to the receiving party prior to the disclosure by the disclosing party; (iii) is subsequently disclosed to the receiving party by a third party who is not under any obligation of confidentiality to the party who disclosed the information; or (iv) has already been or is hereafter independently acquired or developed by the receiving party without violating any confidentiality agreement with or other obligation to the party who disclosed the information.
- d) The receiving party may disclose Confidential Information of the disclosing party if required to as part of a judicial process, government investigation, legal proceeding, or other similar process, provided that the receiving party has given prior written notice (to the extent legally permitted) of such requirement to the disclosing party.
- e) To the extent that any personal data is processed by the Parties pursuant to this Agreement, each Party will observe all applicable requirements of data protection laws and the terms of the data protection as set out in Section 11 ("Data Protection") to this Agreement shall apply.

#### **8. Representations, Responsibilities and Disclaimer**

- a) Aon represents that it shall, to the extent Aon's performance of the Services does not comply in any material respect with the terms of this Agreement and is not due to Client's failure to perform, re-perform any defective or non-conforming Services. The Services are not of a legal nature, and Aon will in no event give, or be required to give, any legal opinion or provide legal representation to Client.
- b) The Client represents and warrants to Aon that: (i) the Client's execution and delivery of this Agreement and the Client's performance or fulfillment of its obligations under this Agreement will not conflict with, result in a breach of, constitute a default under, or require the consent of any third party under any applicable laws, license, sublicense, contract, or instrument to which the Client is bound; (ii) use of the Client Information contemplated in this Agreement will not infringe the privacy and/ or intellectual property rights of any third party and that the Client has obtained all consents or authorizations of any such third party necessary for such use of Client Information and (iii) all data and information, including Client Information, provided by the Client under this Agreement, is true, correct and updated and Aon, in no event whatsoever, would be held liable for any deficiency in services provided hereunder arising out of any false information including Client Information or data given by the Client.



- c) Client will submit to Aon all Client Information or data necessary for Aon to perform the Services covered by this Agreement. Client is responsible for the accuracy and completeness of any and all Client Information that is submitted to Aon.
- d) Disclaimer
  - i) Any report generated under this Agreement is for private circulation only and cannot to be shared with or distributed to any third parties without Aon's prior written consent.
  - ii) Reports and the content in the reports is not intended as and does not constitute legal advice. As legal advice must be tailored to the specific circumstances of each case, nothing provided herein should be relied upon or used as a source of legal advice.
  - iii) Aon does not provide legal, tax, accounting or audit services. Should Client require advice of this nature, Client must consult its own advisers.
  - iv) Aon neither assumes nor accepts any responsibility for any loss (whether direct or indirect) arising to any person acting or refraining from acting as a result of any material contained in this report or for any consequence arising out of circulation, publication, or reproduction of the report.

## 9. Indemnification

- a) Subject always to Section 10, Aon shall indemnify Client for all damages, losses, liabilities, and expenses (including reasonable attorneys' fees and expenses) (collectively, a "Loss" or "Losses") arising from Aon's gross negligence or willful default.
- b) Provided that Client promptly notifies Aon of a claim that the Aon Information infringes a presently issued Indian patent or copyright, Aon will defend such claim at its expense and will indemnify Client for any costs and damages that may be awarded against Client in connection with such claim. Aon will not indemnify Client, however, if the claim of infringement results from (i) use of other than the most recent version of the Aon Information made available to Client by Aon; (ii) Client's alteration of the Aon Information; (iii) use of any Aon Information in combination with other software not provided by Aon; or (iv) use of Aon Information in contravention of this Agreement.
- c) Client shall indemnify, defend, and hold Aon harmless from and against any and all Losses arising from (i) claims made by third parties, including, without limitation, Client's employees and affiliates, with respect to the Services provided hereunder, or (ii) Client's failure to comply with the applicable terms and conditions of this Agreement.
- d) Any claim under this Section 9 must be asserted before the date that is three (3) years following the date the claimant knew or reasonably should have known of the act or omission giving rise to the claim.

**10. Liability**

- a) If Client suffers Losses (regardless of whether such Loss is based on breach of contract, tort, strict liability, breach of warranties, failure of essential purpose, statutory liability or otherwise) as a result of Aon's breach of its obligations hereunder with respect to Services performed under this Agreement, Aon will be liable to Client for Losses incurred by Client up to an amount equal to the total fees paid or to be paid for Services under this Agreement.
- b) The limitations on Aon's liability contained in Section 10 (a) will not apply to Losses arising from: (i) Aon's willful, fraudulent or criminal misconduct; or (ii) bodily injury, including death incurred while Aon is performing the Services and to the extent caused by the negligent acts or omissions of Aon's personnel or agents in performing the Services.
- c) In no event will either party be liable to the other party for incidental, consequential, special, or punitive damages (including loss of profits, data, business or goodwill, or government fines, penalties, taxes, or filing fees), regardless of whether such liability is based on breach of contract, tort, strict liability, breach of warranty, failure of essential purpose, statutory liability or otherwise, and even if advised of the likelihood of such damages.

**11. Data Protection**

To the extent that the provisions of this Section 11 (Data Protection) conflict with, or are inconsistent with, any other provisions in this Agreement, this Section 11 (Data Protection) shall prevail.

- a) In this Section 11 the following terms shall have the following meanings:

"Affiliate" means, with respect to a Party, an entity that is Controlled by, Controlling or in common Control with that Party, where "Control" means the power to direct or cause the direction of the management and policies of an entity, whether through the ownership of voting shares, by contract or otherwise;

"Agreement Personal Data" means any personal information (including any sensitive personal data or information) that is transmitted, stored or otherwise processed under or in connection with the Agreement;

"Aon Group" means the Aon group of entities worldwide, being Aon PLC, Aon's ultimate parent company, and all its subsidiaries, related/associated companies, Affiliates as well as joint ventures of such subsidiaries, related/associated companies and Affiliates;



"Business Day" means a day except Saturdays and Sundays and public holidays applicable in the contracting parties' jurisdiction;

"DP Laws" means any applicable data protection and privacy laws relating to the protection of individuals with regards to the processing of personal information including but not limited to the Information Technology Act 2000; and any corresponding or equivalent national laws or regulations including any amendment, supplement, update, modification to or re-enactment of such laws;

"Personal Data Breach" means a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to the Agreement Personal Data;

"Supervisory Authority" means the local, national or multinational agency, department, official, parliament, public or statutory person or any government or professional body, regulatory or supervisory authority, board or other body responsible for administering the DP Laws; and

The terms "data subject", "personal information", "processing", "sensitive personal data or information", and "transfer" shall have the same meanings ascribed to them under the DP Laws.

- b) Capitalized terms not defined in Clause 11 a) shall have the meaning ascribed to them elsewhere in the Agreement.
- c) Data Protection Obligations
  - i) Each Party agrees for its own part that, to the extent that it processes Agreement Personal Data:
    - (1) it will observe all applicable requirements of DP Laws and this Section in relation to its processing of Agreement Personal Data; and
    - (2) all Agreement Personal Data collected or sourced by it or on its behalf for processing in connection with the Agreement or which is otherwise provided or made available to the other Party shall have been collected or otherwise obtained in compliance with DP Laws, and may be processed, disclosed and transferred as described in or in connection with the Agreement.
  - ii) If Aon considers that any processing of Agreement Personal Data may put Aon in breach of DP Laws, Aon will inform Client and will be entitled not to carry out that processing and will not be in breach of the Agreement or otherwise liable to Client as a result of its failure to carry out that processing.



- iii) Aon and Aon Affiliates may process, transfer and disclose Client Confidential Information and personal data in particular for (i) the delivery of the services under the Agreement; (ii) administration of engagement and general correspondence with Client; (iii) screening of individuals associated with Client against international sanctioned parties lists; and (iv) aggregation, de-identification and, where feasible, full anonymization of personal data for benchmarking, market research and data analysis purposes associated with the development of Aon Group's products and services.
- iv) The Parties will work together in good faith to ensure the information prescribed by DP Laws is made available to relevant data subjects, including where necessary the Client's provision of such information to data subjects on Aon's behalf.
- v) Each Party shall implement appropriate technical and organisational security measures in relation to the processing of the Agreement Personal Data under or in connection with the Agreement, which shall ensure a level of security appropriate to the risk including, as appropriate, (i) pseudonymisation and encryption; (ii) the ability to ensure the ongoing confidentiality, integrity, availability and resilience of processing systems and services; (iii) the ability to restore the availability and access to the Agreement Personal Data in a timely manner in the event of a physical or technical incident; and (iv) a process for regularly testing, assessing and evaluating the effectiveness of those measures.
- vi) Aon shall maintain a global data governance framework which mandates strict technical and organizational security measures applicable to the processing of Agreement Personal Data including those relating to, without limitation, access control, data handling, malware protection, security organization, system configuration and hardening, personnel security, physical security, business continuity plans and disaster recovery and third-party security.
- vii) If either Party receives any complaint, notice or communication from a Supervisory Authority which relates to the other Party's: (i) processing of the Agreement Personal Data; or (ii) potential failure to comply with DP Laws in respect of the Agreement Personal Data, that Party shall, to the extent permitted by law, promptly forward the complaint, notice or communication to the other Party and provide the other Party with reasonable co-operation and assistance in relation to the same.
- viii) If a data subject makes a written request to a Party to exercise any of its rights in relation to the Agreement Personal Data that concerns processing undertaken by the other Party, that Party shall forward the request to the other Party promptly and in any event within five (5) Business Days from the date on which it received the request and, upon the other Party's reasonable written request, provide



that other Party with reasonable assistance in relation to that request to enable the other to respond to such request.

- ix) If either Party becomes aware of a Personal Data Breach that requires notification to a Supervisory Authority, it shall notify the other Party without undue delay, and each Party shall co-operate with the other, to the extent reasonably requested, in relation to any notifications to Supervisory Authorities and/or to affected data subjects.
- x) Aon shall retain the Agreement Personal Data pursuant to its corporate record retention schedules for the purposes of meeting Aon's legal and regulatory obligations and enabling Aon to establish, exercise or defend legal claims.
- xi) The Parties acknowledge that Agreement Personal Data may be transferred or otherwise processed or transferred outside India ("International Transfers"), provided that such International Transfer is made in compliance with DP Laws.

## 12. Dispute Resolution

- a) The parties shall attempt in good faith to resolve any dispute arising out of or relating to this Agreement promptly by negotiation between executives who have authority to settle the controversy and who are at a higher level of management than the persons with direct responsibility for administration of this Agreement. Either party may give the other party written notice of any dispute not resolved in the ordinary course of business. Within fifteen (15) days after delivery of the notice, the party receiving the notice shall submit to the other a written response.
- b) Within thirty (30) days after delivery of the notice, the designated executives shall meet at a mutually acceptable time and place, and thereafter as often as they reasonably deem necessary, to attempt to resolve the dispute. All reasonable requests for information made by one party to the other shall be honored in a timely fashion.
- c) If the matter in dispute has not been resolved within sixty (60) days after delivery of the notice, or if the parties fail to meet within thirty (30) days, the dispute shall be referred to more senior executives who have authority to settle the dispute and who shall likewise meet in an attempt to resolve the matter in dispute.
- d) In the event that informal efforts to resolve disputes pursuant to foregoing provisions are unsuccessful, or if the matter has not been resolved within thirty (30) days after it has been referred to the more senior executives, or if no meeting of such senior executives has taken place within fifteen (15) days after such referral, then the dispute shall be dealt with in accordance with the provisions under the Arbitration and





Conciliation Act 1996 for the time being in force. The Tribunal shall consist of a sole arbitrator, who shall be appointed by mutual consent of both the Parties within 10 days of the request first being raised by a Party. If no consent is arrived at within 10 days, the court shall appoint the arbitrator. The language of the arbitration shall be English. The seat of arbitration shall be New Delhi. The fees of arbitration will be borne by the Party as directed in the arbitration award.

### 13. Successors and Assigns

Neither party may assign its rights or obligations hereunder without the prior written consent of the other party, which consent shall not be unreasonably withheld or delayed, except a party may assign its rights and obligations to an affiliate entity controlled by, controlling, or in common control with the assigning party.

### 14. Miscellaneous

- a) The headings used herein are for convenience only and will not affect the interpretation of this Agreement.
- b) This Agreement has been entered into for the sole benefit of Client and Aon, and in no event will any third-party benefits or obligations be created thereby.
- c) This Agreement may be executed in two or more counterparts, each of which will be deemed an original for purposes of this Agreement.
- d) The relationship between the parties is that of independent contractors. Nothing in this Agreement will be deemed or construed to create a joint venture, agency, or partnership between the parties for any purpose or between the partners, officers, members, or employees of the parties by virtue of either this Agreement or actions taken pursuant to this Agreement. Aon personnel will remain Aon's employees for all purposes, including, but not limited to, determining responsibility for all payroll-related obligations.
- e) Aon may enter into subcontracts to perform a portion of the Services under this Agreement provided that Aon shall remain responsible for the acts or omissions of such subcontractors as if such subcontracted activities had been performed by Aon.
- f) Aon may include Client and its trademarks and logos on Aon's customer lists, proposals and other communications not intended for general distribution. Such customer lists, proposals and other communications may show general company information specific to Client/Affiliates, including some or all of the following: (i) company name; (ii) industry; (iii) headquarters location; (iv) revenue category; (v) actual revenue amount for public independent corporations; (vi) headcount category; (vii) company ownership (public/private); (viii) month Client Data was submitted; (ix) primary location and countries from which Client Data was submitted; and (x) primary sales channel





- g) It is expressly understood and agreed that the obligations of Sections 6, 7, 8, 9, 11 and 13 herein, as well as all payment obligations arising on or before the date of termination or expiration of the term of this Agreement, will survive the termination or expiration of this Agreement.
- h) Each party acknowledges that its failure to comply with the confidentiality and ownership provisions will cause the aggrieved party irreparable harm for which the aggrieved party may not have any adequate remedy at law, and that the aggrieved party shall be entitled to seek equitable relief, including injunction and specific performance, as a remedy for any actual or threatened breach of the confidentiality or ownership provisions of this Agreement.
- i) If any provision of this Agreement or portion thereof is declared invalid, the remaining provisions will nevertheless remain in full force and effect.
- j) This Agreement will be construed and enforced in accordance with laws of India. Each Party agrees to submit itself to the exclusive jurisdiction of the courts of New Delhi.
- k) This Agreement constitutes the entire agreement of the parties and supersedes all previous oral or written negotiations and agreements relating to the subject matter hereof. For the avoidance of doubt, this Agreement also supersedes the terms and conditions in any purchase order, engagement letter or general consulting services agreement between Aon and Client regarding the Services covered by this Agreement. There have been no representations or statements, oral or written, that have been relied on by any party hereto except those expressly set forth herein.

**For and on behalf of Client:**

Signature:	
Name: Mr. Anirudh Shetty	
Title: Director	
Date: 01 <sup>st</sup> August 2021	

**For and on behalf of Aon:**

Signature:	
Name: Mr. Vinay Singh	
Title: National Lead, Education Vertical	
Date: 01 <sup>st</sup> August 2021	



Shree.Shetty Sangappa Trust's

CET Code :E-216(UG)

# SHETTY INSTITUTE OF TECHNOLOGY

(An ISO 9001:2015 Certified Institution)

(Affiliated to Visvesvarya Technological University Belgaum and approved by AICTE, New Delhi)

**Shahabad Road, Kalaburagi- 585105, Karnataka- India**

Office: 08472-298922

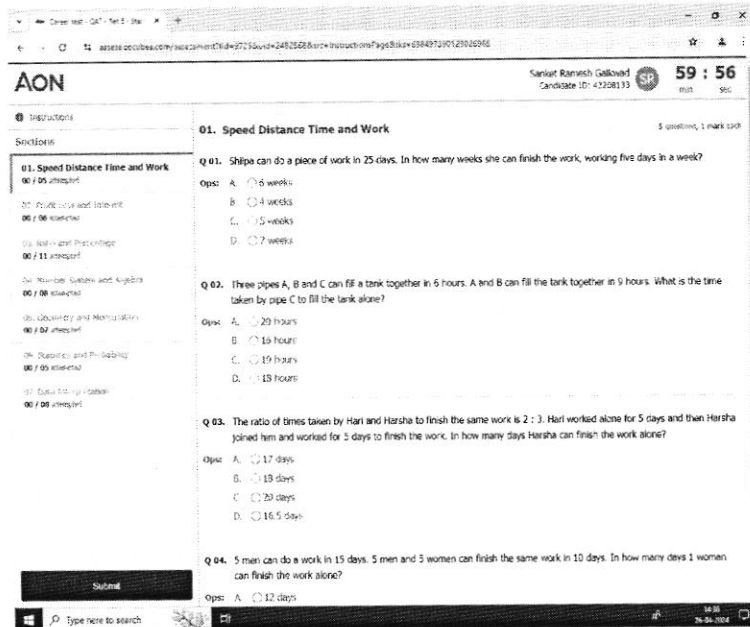
Website::www.shettygroupofinstitutions.org

AON is the platform to conduct various tests using Cocubes continuous Evaluation program for the students.

The following are the tests which are given by cocubes for the students.

## AON conducted following tests

Test Name	Duration	#Question	Passkey
ART	60 Mins	50	583939
EUT	60 Mins	50	4721408
QAT	60 Mins	50	105111
EAT	60 Mins	60	792448
WET	25 Mins	1	845080



The above photo is the sample of the test conducted.

  
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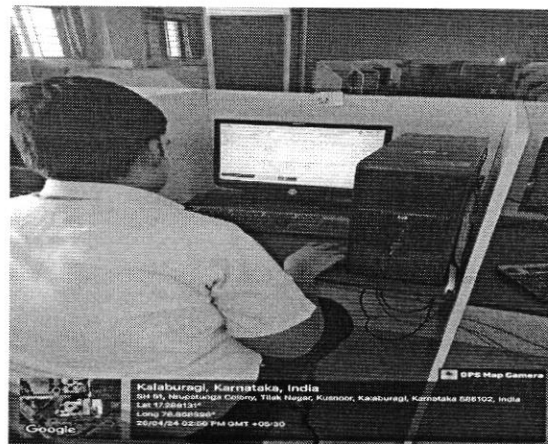
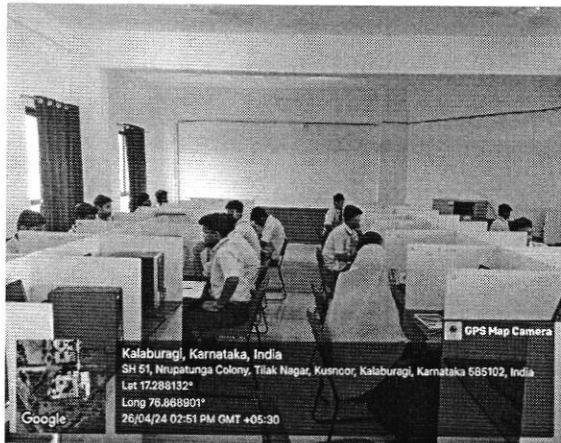
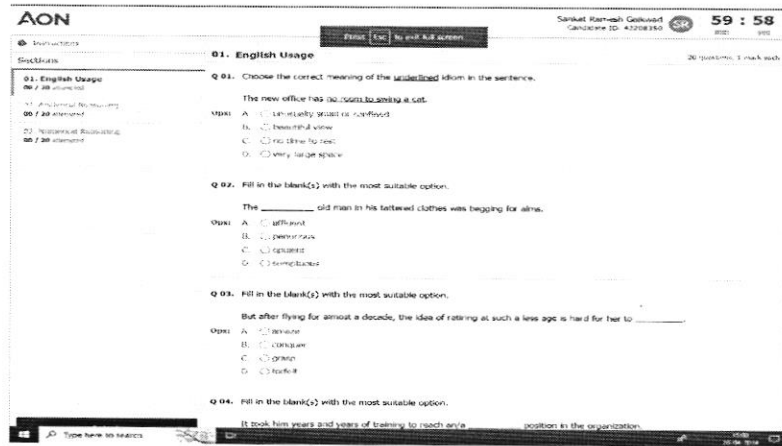
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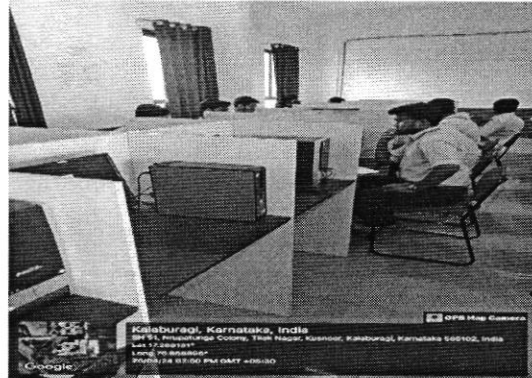
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Glimpses of the students writing the tests.

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# MEMORANDUM OF UNDERSTANDING BETWEEN



and



## **SCOPE:**

The Memorandum of Understanding (MoU)s is to support and accommodate the industry experts in academics to keep updated the needs of the industry to the upcoming generation regularly & on time. So, that gap between industry & Academia will be bridged. We offer to provide following:

- a. Technical Trainings
- b. Award certificates students who took our trainings
- c. Provide scholarship to bright students
- d. Internship programs and
- e. Placements to students trained in our Job Oriented courses

## **Now, this agreement witness as follows:**

1. The Shetty Institute of Technology – Engineering College Kalaburagi is an education institute conducting the technical programs as mentioned on the college website <https://sitgulbarga.org/>
2. Be Practical Tech Solutions is a registered company for technical services & corporate trainings. Working for many of the Pvt. And Educational Institutions and providing engineering services. BEPRACTICAL TECH SOLUTIONS also provides Software Trainings and PI refer Annexure II for details
3. The Be Practical Tech Solutions will support the SHETTY INSTITUTE OF TECHNOLOGY, KALAABURAGI for bridging academia and industry by providing necessary technical trainings as the Be Practical Tech Solutions is an-Academic partner, which will support the students to accommodate themselves in the industry. All the details of technical trainings will be mailed by the Be Practical Tech Solutions.

## **4. Objectives:**

1. Design, develop and deliver programs ensuring required quality in Technical Trainings domain which in turn will lead to professional courses as per the industry requirements and making aspirants employable.
2. Enhancing skills of students/aspirants through internship and vocational training.
3. Working closely with industry for establishing the curriculum as per the requirements and also with academia in order to enhance the quality of Technical and engineering education in the country.

## **4. Role of SHETTY INSTITUTE OF TECHNOLOGY(referred as INSTITUTE)**

- a. Permits 'Be Practical Tech Solution' to handle the communications related to technical trainings and arrange probable Campus recruitments.
- b. The INSTITUTION shall provide the available infrastructure & basic amenities such as electricity, water, telephone, etc.

Suitable and ready for delivering the training courses and other activities in conjunction with the ASSOCIATE

- c. The INSTITUTION shall provide a workable space/ room with basic amenities for the staff of the ASSOCIATE to facilitate marketing & related activities for successful outcome of joint activities.
- d. The INSTITUTION shall nominate a coordinator as a point of contact (POC) for ASSOCIATE for proper operation of MoU.

#### **5. Role of Be Practical Tech Solution (jointly referred as ASSOCIATE)**

- a. The Associate shall utilize its strength to align with various skill developments.
- b. The quality delivery is the responsibility of the ASSOCIATE and the ASSOCIATE would have to have in-house or engage the required manpower and the faculty as per the requirements, in conjunction with the INSTITUTION.
- c. The ASSOCIATE shall design, develop and provide required course materials and practical training to the students.
- d. The ASSOCIATE shall market the programs to make them successful, it shall also guide and support the students for proper placements.

#### **6. JOINT RESPONSIBILITIES:**

- a. Marketing and mobilization of the students shall be carried out jointly as per mutual agreed terms.
  - b. Promotion for the program undertaken shall be advertised/ propagated through respective channels of the parties.
  - c. Technical workshops/promotional workshops within the scope of the MoU.
  - d. Assessment of the courses shall be carried out jointly by both the parties.
7. To keep the MoU active, minimum 3 programs have to be conducted every year, this will build strong relations with industry, to keep up to date students on latest trends and, align the industry standards and build the "brand" of the students with their skills. The programs will bridge the gap between industry and academia.
8. Be Practical assures the quality industry-oriented program & will play a role of mentor for all kind of programs related to digitalization, internships and placement services.

Programs include Trainings on

- Full Stack Development



- Software Testing
- Cloud Computing
- Data Science
- Soft skills
- Digital marketing and other Software trainings to all the departments.  
PI refer Annexure 1 for details  
Any commercial involved will be discussed mutually and will be taken forward.

## 9. Duration and Termination of Agreement

- MOU shall be effective from the date of signing and shall remain in force for a period of three years. "It shall automatically be renewed for next three years until & unless discontinued by either party.
- The INSTITUTION has the right to terminate the agreement for non-performance of the ASSOCIATE, based on yearly detailed reviews.
- In case the ASSOCIATE intends to terminate the contract, it shall communicate "the INSTITUTION six months in advance and in addition it shall meet all its obligations for the running or announced batches. In case if even long duration batch (if any), it is obligation of the ASSOCIATE TO make it successful.

## 10. General Provisions


- Both the Parties have full power and authority to enter into this MoU and take any action execute any documents required by the terms hereof; and that this MoU, entered into has been duly and validly executed and delivered, and is a legal, valid, and binding obligation of, enforceable in accordance with the terms hereof; and that the executants of this MoU are duly empowered and authorized to execute this MoU and to perform all its obligations in accordance with the terms herein.
- This agreement shall not be binding for any other agreement for either party. Parties shall be free and independent to carry on other services and trainings besides that covered under the scope of this agreement.
- The ASSOCIATE shall strictly follow the INSTITUTION norms, rules and regulations for conducting the programs and shall maintain the INSTITUTION high standards.
- All courseware provided by the ASSOCIATE is its copy right. Confidentiality of same shall be maintained and the INSTITUTION should ensure it is not replicated in the other Center's or outside.
- Both parties can use logo, trade name, course modules & other related materials for promotion of the course to be conducted jointly within the scope of this MoU.
- Both parties shall promote the arrangement and course through respective Websites/other channels.

11. Placement of Trained Students: Be Practical tech solutions will actively engage to help the delivery of the training and placement of students of the SHETTY INSTITUTE OF TECHNOLOGY, KALAABURAGI into internship/ jobs and will facilitate placement.
12. There is no financial commitment, if any financial consideration, it will be dealt separately
13. SHETTY INSTITUTE OF TECHNOLOGY, KALAABURAGI will assign a Co-Ordinator for regular interaction and program functioning
14. Mr. Mahindra Ginimav, will be the mentor and program head for the complete program at the SHETTY INSTITUTE OF TECHNOLOGY – ENGINEERING COLLEGE, KALAABURAGI.
15. Any alternation, addition or modification on this agreement shall be in writing and signed. By both the parties.
16. The parties here to acting themselves or through representatives duly authorized, have caused this agreement to be signed in their respective names as of the day & year written above.

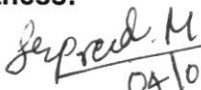
<p><b>Be Practical Tech Solutions</b></p> <p>Shirur Park, Preeti Ashiyana Building, 1<sup>st</sup> Floor, Above Thakur Pedha, Vidyanagar Hubli-580030  <a href="http://www.bepacticals.com">www.bepacticals.com</a></p>	<p><b>Shetty Institute of Technology– Engineering College Kalaburagi</b></p> <p>Shetty Education Hub, Shahabad Rd, Kalaburagi, Karnataka 585105  <a href="https://sitgulbarga.org/">https://sitgulbarga.org/</a></p>
---	--

17. The parties here to acting themselves or through representatives duly authorized, have caused this agreement to be signed in their respective names as of the day & year written above.

  
 04/05/2021  
**Be Practical Tech solutions**  
**Academic Manager**


  
 Principal 04/05/2021  
**Shetty Institute of Technology**  
 Shetty Education Hub, Shahbad Rd,  
 Kalaburagi, Karnataka 585105

**Witness:**

1:   
 04/05/2021

2:

**Witness:**

1:   
 2:



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Office: 08472-298922

Website: [www.sitgulbarga.org](http://www.sitgulbarga.org)

## CERTIFICATION COURSE

TOPIC	COMMUNICATION SKILLS
YEAR	2021-22
VENUE	SEMINAR HALL
ORGANIZED BY	BE PRACTICAL
DURATION	30 Hrs
NO OF STUDENTS ENROLLED	64

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**SHETTY INSTITUTE OF TECHNOLOGY  
KALABURAGI**

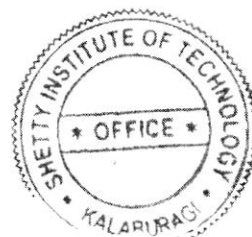


**CERTIFICATION COURSE**

**SYLLABUS**

**ACADEMIC YEAR 2021-2022**

  
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**SHETTY INSTITUTE OF TECHNOLOGY  
KALABURAGI**

**Communication  
skills**



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## COMMUNICATION SKILL

### Course Description:


This course focuses on developing essential communication skills for personal and professional success. Students will learn techniques for effective verbal and non-verbal communication, active listening, public speaking, and writing. The course includes lectures, interactive activities, and practical assignments to enhance communication proficiency.

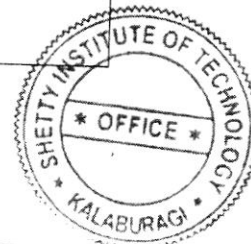
### Course Objectives:

- Introduce the fundamentals of effective communication.
- Teach students how to communicate clearly and confidently in various contexts.
- Develop active listening and interpersonal skills.
- Improve public speaking and presentation abilities.
- Enhance written communication skills for different purposes.

### SYLLABUS

Sl.no	Topic	
1	Introduction to Communication Skills	<ul style="list-style-type: none"><li>• Overview of communication</li><li>• Key principles and importance</li></ul>
2	Verbal Communication	<ul style="list-style-type: none"><li>• Techniques for clear and effective verbal communication</li><li>• Hands-on activity: Role-playing exercises</li></ul>
3	Non-verbal Communication	<ul style="list-style-type: none"><li>• Understanding body language, facial expressions, and gestures</li><li>• Hands-on activity: Non-verbal communication practice</li></ul>
4	Active Listening	<ul style="list-style-type: none"><li>• Principles of active listening</li><li>• Hands-on activity: Listening exercises and feedback sessions</li></ul>
5	Interpersonal Communication	<ul style="list-style-type: none"><li>• Building rapport and empathy</li><li>• Hands-on activity: Interpersonal communication scenarios</li></ul>

  
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Office: 08472-298922

Website: [www.sit\\_gulbarga.org](http://www.sit_gulbarga.org)

Date: 30/11/2021

## CIRCULAR

All the Students are hereby informed to attend the Certification course on "COMMUNICATION SKILLS" from 6-Dec-21 onwards in Seminar Hall without fail. Attendance will be recorded every day.

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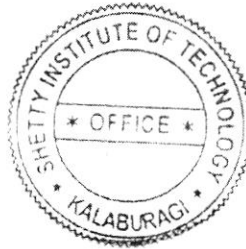
Office: 08472-298922

Website: [www.sitguibarga.org](http://www.sitguibarga.org)

## STUDENTS ENROLLED

SL NO	USN	NAME
1	3TS17CS009	
2	3TS18CS009	VENKATESH
3	3TS19CS002	RAGHAVENDRA
4	3TS19CS003	ANIL
5	3TS19CS004	ANKITA
6	3TS19CS005	ANNEKA
7	3TS19CS007	GOURISH
8	3TS19CS008	MONIKA
9	3TS19CS009	NARESH
10	3TS19CS010	NEHA
11	3TS19CS012	NEHA H
12	3TS19CS013	RADIKA
13	3TS19CS014	RANJANKUMAR
14	3TS19CS015	RATHODSAGARTIRUPATI
15	3TS19CS016	REVATI
16	3TS19CS017	SACHITRANI
17	3TS19CS018	SHAMBAVI
18	3TS19CS019	SHRUTI
19	3TS19CS020	SOHAIL
20	3TS19CS021	SUZAN
21	3TS20CS400	SYED KHIZAR
22	3TS18CV008	CHAITRA
23	3TS18CV019	KIRAN RATHOD
24	3TS20CV400	SAIFULLAH
25	3TS19CV019	AMAN NADAF
26	3TS19CV012	SHRISHAIL
27	3TS19CV002	MALLIKARJUN
28	3TS20CV404	AKASH
29	3TS18CV005	SHIVARAJ
30	3TS19CV018	BASAVARAJ KAMANAGOL
31	3TS18CV010	SHARANU
32	3TS18CV007	NAGARAJ
33	3TS19CV017	GUNDERAO NAIKAR
34	3TS20CV401	RAVICHANDRA PARSHI
35	3TS19CV004	MUKESH CHAVAN
36	3TS18CV008	BHARAT
37	3TS19CV001	AISHWARYA
38	3TS20CV403	AKASH SALAGA
		SHIVRAJ

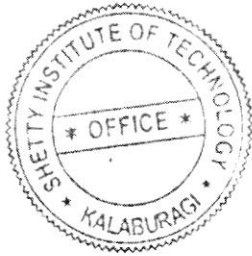
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KALABURAGI



39	3TS19CV015	RAHUL
40	3TS19CV010	KHETAN
41	3TS19CV006	DINESH
42	3TS19CV014	PARISHWANATH
43	3TS19CV020	UMA
44	3TS19CV011	MALAKANNA
45	3TS19CV003	AMARANATH
46	3TS19CV022	VISHAL
47	3TS18EE008	VIJAYLAXMI
48	3TS19EE001	AGNI
49	3TS19EE002	VISHWA
50	3TS19EE003	KAILASH
51	3TS19EE004	KHUSHBOOKHANUM
52	3TS19EE005	SOHEL
53	3TS19EE006	NISAR AHMED
54	3TS19EE007	PANDURANGA
55	3TS19EE008	ROHIT
56	3TS19EE009	SHANTA
57	3TS19EE010	SUMEET
58	3TS19EE011	VINOD
59	3TS20EE400	MAHENDRANATH
60	3TS20EE401	MUSTAFFASHAIKH
61	3TS20EE404	MOHAMMED KAIF
62	3TS20EE405	SARITHA
63	3TS20EE406	SUNIL KUMAR
64	3TS20EE407	VISHAL

*D. Patel*  
PRINCIPAL

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*D. Shetty*  
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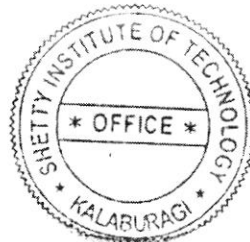
Office: 08472-298922

Website: [www.sitgulbarga.org](http://www.sitgulbarga.org)

## STUDENTS ATTENDANCE

SL NO	USN	NAME	06/12/21	6/12/21	6/12/21	6/12/21
1	3TS17CS009	VENKATESH	Venk	Venk	Venk	
2	3TS18CS009	RAGHAVENDRA	Rg	Venk	Venk	Rg
3	3TS19CS002	ANIL	Anil	Anil	Anil	Anil
4	3TS19CS003	ANKITA	Ank	Ank	Ank	Ank
5	3TS19CS004	ANNEKA	Ank	Ank	Ank	Ank
6	3TS19CS005	GOURISH	Gourish	Gourish	Ank	Ank
7	3TS19CS007	MONIKA	Monika	Monika	Monika	Monika
8	3TS19CS008	NARESH	Nare	Nare	Nare	Nare
9	3TS19CS009	NEHA	Ne	Ne	Ne	Ne
10	3TS19CS010	NEHA H	Ne	Ne	Ne	Ne
11	3TS19CS012	RADIKA	Radi	Radi	Radi	Radi
12	3TS19CS013	RANJANKUMAR	Ranj	Ranj	Ranj	Ranj
13	3TS19CS014	RATHOD SAGAR	Rathod	Rathod	Rathod	Rathod
14	3TS19CS015	REVATI	Rev	Rev	Rev	Rev
15	3TS19CS016	SACHITRANI	Sachi	Sachi	Sachi	Sachi
16	3TS19CS017	SHAMBAVI	Sham	Sham	Sham	Sham
17	3TS19CS018	SHRUTI	Shru	Shru	Shru	Shru
18	3TS19CS019	SOHAIL	Soh	Soh	Soh	Soh
19	3TS19CS020	SUZAN	Suz	Suz	Suz	Suz
20	3TS19CS021	SYED KHIZAR	S.Khizar	S.Khizar	Suzat	S.Khizar
21	3TS20CS400	CHAITRA	Chaitra	Chaitra	Chaitra	Chaitra
22	3TS18CV008	KIRAN RATHOD	Rathod	Rathod	Rathod	Rathod
23	3TS18CV019	SAIFULLAH	Saif	Saif	Saif	Saif
24	3TS20CV400	AMAN NADAF	Amn	Amn	Amn	Amn
25	3TS19CV019	SHRISHAIL	Shri	Shri	Shri	Shri
26	3TS19CV012	MALLIKARJUN	Mallik	Mallik	Mallik	Mallik
27	3TS19CV002	AKASH	Akash	Akash	Akash	Akash
28	3TS20CV404	SHIVARAJ	Shivaraj	Shivaraj	Shivaraj	Shivaraj
29	3TS18CV005	BASAVARAJ	Basavaraj	Basavaraj	Basavaraj	Basavaraj
30	3TS19CV018	SHARANU	Sharanu	Sharanu	Sharanu	Sharanu
31	3TS18CV010	NAGARAJ	Nagaraj	Nagaraj	Nagaraj	Nagaraj
32	3TS18CV007	GUNDERAO NAIKAR	Gunderao	Gunderao	Gunderao	Gunderao
33	3TS19CV017	RAVICHANDRA PARSHI	Parshi	Parshi	Parshi	Parshi
34	3TS20CV401	MUKESH CHAVAN	Mukesh	Chavan	Mukesh	Mukesh
35	3TS19CV004	BHARAT	Bharat	Bharat	Bharat	Bharat

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36	3TS18CV008	AISHWARYA	Rathod	Rathod	Rathod	Akash
37	3TS19CV001	AKASH SALAGA	AS	AS	AS	AS
38	3TS20CV403	SHIVRAJ	Shivraj	Shivraj	Shivraj	Shivraj
39	3TS19CV015	RAHUL	RRS	RRS	RRS	RRS
40	3TS19CV010	KHETAN	Khetan	Khetan	Khetan	Khetan
41	3TS19CV006	DINESH	Dinesh	Dinesh	Dinesh	Dinesh
42	3TS19CV014	PARISHWANATHI	Parish	Parish	Parish	Parish
43	3TS19CV020	UMA	Uma	Uma	Uma	Uma
44	3TS19CV011	MALAKANNA	Malakanna	Malakanna	Malakanna	Malakanna
45	3TS19CV003	AMARANATH	Amarnath	Amarnath	Amarnath	Amarnath
46	3TS19CV022	VISHAL	Vishal	Vishal	Vishal	Vishal
47	3TS18EE008	VIJAYLAXMI	Vijaylaxmi	Vijaylaxmi	Vijaylaxmi	Vijaylaxmi
48	3TS19EE001	AGNI	Agni	Agni	Agni	Agni
49	3TS19EE002	VISHWA	Vishwa	Vishwa	Vishwa	Vishwa
50	3TS19EE003	KAILASH	Kailash	Kailash	Kailash	Kailash
51	3TS19EE004	KHUSHBOOKHANUM	Khush	Khush	Khush	Khush
52	3TS19EE005	SOHEL	sohel	sohel	sohel	sohel
53	3TS19EE006	NISAR AHMED	Nisar	Nisar	Nisar	Nisar
54	3TS19EE007	PANDURANGA	Panduranga	Panduranga	Panduranga	Panduranga
55	3TS19EE008	ROHIT	Rohit	Rohit	Rohit	Rohit
56	3TS19EE009	SHANTA	Shanta	Shanta	Shanta	Shanta
57	3TS19EE010	SUMEET	Sumit	Sumit	Sumit	Sumit
58	3TS19EE011	VINOD	Vinod	Vinod	Vinod	Vinod
59	3TS20EE400	MAHENDRANATH	Mahendra	Mahendra	Mahendra	Mahendra
60	3TS20EE401	MUSTAFFASHAIKH	Mus	Mus	Mus	Mus
61	3TS20EE404	MOHAMMED KAIF	Kaif	Kaif	Kaif	Kaif
62	3TS20EE405	SARITHA	Sarika	Sarika	Sarika	Sarika
63	3TS20EE406	SUNIL KUMAR	Sunil	Sunil	Sunil	Sunil
64	3TS20EE407	VISHAL	Vishal	Vishal	Vishal	Vishal

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