



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MoU") following the ACE (Academic Collaboration for Excellence) Program of Datametica Limited, is made on this ___ day of January - 2022 by and between

Datametica Limited, hereinafter referred to as "Datametica", having its Registered office at Limited, 502, ZeroOne

Building, Mundhwa, Koregaon Park, Pune 411036

AND

THE COLLEGE MES's Institute Of Management & Career Courses (IMCC) located at College Address: - 131, Mayur Colony, Kothrud, Pune-411 038, hereinafter referred to as "**THE COLLEGE**".

1. Introduction

About Datametica

Our Pride. Our People.

We have built an ecosystem that acts as a breeding ground for innovation and entrepreneurship.

Our talent base of over 1200 professionals belong to diverse nationalities and ethnicities from every corner of India. As a company, we lay special emphasis on promoting fresh talent. Personalized learning and training programs are in place to upskill people and make them industry leaders. Access to hundreds of courses on LMS, sponsorship of GCP certifications and personal learning plans form a part of our people development plan. Talent is further harnessed with structured career development and exposure to various domains and verticals. We hold the record of the fastest-growing cloud-certified architects and engineers.

For more information, visit www.Datametica.com

WHEREAS,

“THE COLLEGE” –

Maharashtra Education Society (MES) is the parent body of Institute of Management and Career Courses (IMCC), which had a legacy of 160 + years in contributing education from Kindergarten to Post Graduation across 75 Institutions.

IMCC, having 37+ years of standing in the field of Information Technology and Management, is a premier Management Institute affiliated to Savitribai Phule Pune University (SPPU), and recognized by the All India Council for Technical Education (AICTE), New Delhi to conduct Master of Computer Applications (MCA) and Master of Business Administration (MBA) programs along with Bachelor's degree- Bachelor of Business Administration with three variants namely Bachelor of Business Administration (BBA), Bachelor of Business Administration – Computer Applications (BBA – CA) and Bachelor of Business Administration – International Business (BBA – IB).

IMCC's MCA Programme is accredited by National Board of Accreditation (NBA). Also we are Accredited by TCS, Nvidia and Capgemini.

We at IMCC strive to provide quality education by adopting state-of-the-art infrastructure, competent faculty, refined systems, latest technology, industry interface and on-going research, by believing in the KAIZEN principle of continuous improvements at all levels.

For more information, can visit <https://imcc.mespune.in>

(Wherein the parties have decided to enter a strategic alliance on terms mutually beneficial to them as provided in this MoU for the benefit of the College students).

2. Objectives of MoU

The main objective of this MoU is to brand Datametica an Employer of Choice amongst freshers and to initiate ACE program, (Academic Collaboration for Excellence), to provide a collaboration platform to build a strong and on-going relationship between Datametica and “THE COLLEGE” thereby bridging the Academia and Industry skills gap.

The primary goals of ACE Program are –

- Effective Campus Collaboration Program which would help in early engagement with the college and faculty

- Aligning academics with business needs thereby ensuring expected skills at the time of on-boarding
- To get a better placement slot from the campuses (Day 1 or Day 2) for hiring good quality of students from the batch. Also, look at a possibility of taking summer interns only if there is a business demand.
- Promote activities like Hackathons, Interaction sessions with SMEs and Business Leaders to brand Datametica and help in overall development of the students
- Provide exposure to students & faculty members to emerging technologies
- Offering courses of mutual interest to the students and issuing the students certificates jointly, upon successful completion of the course.
- Exploring and carrying out any other academic activity with mutual consent.
- Participate in enhancing the knowledge of niche technologies and domain education by partnering with THE COLLEGE.

3. Coordination

- 3.1 Under ACE Program, Datametica and "THE COLLEGE" shall establish a joint working group for coordination.
- 3.2 Both parties shall ensure that the joint working group comprises of appropriate personnel to discuss and implement the activities mentioned in this MoU.
- 3.2.1 From "THE COLLEGE" SPOC for ACE Program would be the HODs from various departments and Head of Training and Placement division.
- 3.2.2 From Datametica SPOC for Program would be from L&D and TA team and Business sponsors from specific practices.
- 3.3 Both parties (Datametica and "THE COLLEGE") shall take all reasonable steps to cooperate and ensure successful implementation of all the measures mentioned in this MoU.

4. ACE Program Details

The joint working group shall implement, administer and execute the following measures as under –

- 4.1 Academic curriculum planning
- 4.1.1 Datametica shall participate in enriching the existing academic curriculum by providing the field inputs, technology driven changes to the Board of Studies (BoS) at the departmental level or the Departmental Academic Committee (DAC) or Datametica Business Sponsors can be a member on Board of Studies (BoS).
- 4.1.2 This BoS and DAC shall take all such inputs to the cluster level BoS of the institute and finalize the curriculum.
- 4.2 Participation in knowledge sharing
- 4.2.1 As per the ACE program, Datametica is to provide its speakers as per availability to participate and deliver Technical and Power skills presentations, webinars and talks on topics as shall be, jointly, decided by "THE COLLEGE" and Datametica.
- 4.2.2 Such lectures shall either be a part of the curriculum or a value-added knowledge for the students.
- 4.3 Faculty Development Program

- 4.3.1 Datametica would conduct Faculty Development Program for the faculties of "THE COLLEGE" to conduct a methodology based training which would supplement and enhance existing pedagogy to make it more industry relevant, the trainings to be conducted would be mutually agreed between Datametica and "THE COLLEGE".
- 4.3.2 Datametica and "THE COLLEGE" would mutually identify faculties based on the below selection criteria:
- 4.3.2.1 Technical faculty should have min 4 years of technical teaching experience in streams Computers/IT/E&TC.
- 4.3.2.2 Power Skills faculty should have excellent command on English and preferably should have taken soft skills or power skills sessions earlier.
- 4.3.2.3 Faculty should be a permanent employee of the college and should be minimum Asst. Professor grade or above.
- 4.3.2.4 Specialization/Certification of faculties in relevant field would be an added advantage.
- 4.3.3 The college faculties which are mutually identified by Datametica and "THE COLLEGE" would be conducting trainings in 2 phases: -
- 4.3.3.1 Phase1: Before we offer the candidates following training would be conducted by both parties: -
- 4.3.3.1.1 Methodology based training which would focus more on hands-on and problem-solving skills, as agreed by Datametica and "THE COLLEGE" for interested 3rd year and final year candidates.
- 4.3.3.2 Phase2: Post we offer the candidates but before they pass-out from college following training would be conducted by both parties: -
- 4.3.3.2.1 Business Unit specific training identified and agreed by Datametica and "THE COLLEGE" for Offered final year candidates.
- 4.3.3.2.2 Timely feedbacks would be taken from the students and based on students' feedbacks and their assessment performance Datametica would have the rights to propose change of faculty for any training.
- 4.4 Placement support from "THE COLLEGE"
- 4.4.1 This initiative aims at identification of the right young people who will join Datametica in its quest for being practice leaders in the niche areas we are focused on.
- 4.4.2 Hence, Datametica shall recruit competent and potential students of final year UG programs depending on their annual need and growth plan.
- 4.4.3 This activity shall be governed by the selection process as per Datametica policy.
- 4.4.4 Datametica is under no compulsion to guarantee Placements to the students of "THE COLLEGE".
- 4.5 Training Program for Offered candidates before they pass-out from College
- 4.5.1 Datametica and "THE COLLEGE" would conduct Training program for Offered final year candidates of the college before they pass-out.
- 4.5.2 In this training program following would be covered: -
- Technical training delivered by College faculties
 - Power skills training delivered by College faculties with support from Datametica Power Skills team
 - Periodic SME Connects (Technical/Power Skills) by Datametica
 - Periodic Assignments (Technical/Power Skills) by Datametica

- Periodic Assessments (Technical/Power Skills) by Datametica
- 4.5.3 Offered Candidates who would undergo this training need to complete the assignments as per the timelines given.
- 4.5.4 Offered Candidates who would undergo this training need to clear the assessments as per the criteria defined by "THE COLLEGE".
5. **Summary of Responsibilities**
- 5.1 College Responsibilities
- 5.1.1 To ensure maximum participation by students in Datametica activities and help in branding Datametica as Employer of choice among students.
- 5.1.2 To ensure minimum attendance of students as per the College attendance policy in all engagement activities defined by Datametica.
- 5.1.3 To share timely reports for the activities which are being conducted as a part of this initiative.
- 5.1.4 These reports should be shared with the Coordination committee of Datametica and "THE COLLEGE".
- 5.1.5 To include any enhanced contents defined by Datametica to either be a part of College Academic Curriculum or be a part of Value-Added Program for the candidates.
- 5.1.6 To identify relevant college faculties who would undergo Faculty Development Program which would be conducted by Datametica.
- 5.1.7 To ensure the identified and trained college faculties successfully deliver the required defined content by Datametica to the students.
- 5.1.8 To ensure training quality is adhered and monitored, and in case there is a deviation necessary actions to be taken.
- 5.1.9 To ensure defined Electives by Datametica are made mandatory for Datametica Offered candidates.
- 5.2 Datametica Responsibilities
- 5.2.1 To ensure participation in Academic Curriculum planning or support in enhancing the existing curriculum with the college.
- 5.2.2 To deliver technical presentations, webinars and talks which could be a part of the curriculum or as a value add to the students.
- 5.2.3 To conduct Faculty Development Program for the college faculties
- 5.2.4 To offer Electives to the students who have been offered by Datametica
- 5.2.5 To provide placement support to college students.
- 5.2.6 For Datametica offered candidates, monitor and track progress of their pre-onboarding training, conduct assignments and assessments during this training.
6. **Yearly review of this program to be conducted by Datametica and "THE COLLEGE"**
- 6.1 This review would comprise of a reviewing committee defined by Datametica which would include L&D Head, TA Head and Business Sponsors and "THE COLLEGE" which would include Principal or Dean of the College, HODs of various departments and Training and Placement Head of the college.
- 6.1.1 During this review which would be conducted inside the College campus, it is expected that College would present their perspective about the overall ACE Program in terms of effectiveness of the program from students and faculty point of view, feedback of the program from students and faculty point of view and whether the expected outcome was met in the end.

6.1.2 Also, during this review Datametica would present their perspective about the Overall ACE Program in terms of effectiveness of the activities done inside the college, feedback of students and faculties for the activities conducted by Datametica, and quality of hires from the college.

6.2 This committee would review the clauses stated in this MOU and in case there is a breach anywhere then the committee would have rights to take the final decision whether to continue or discontinue the MoU.

7. Selection process

7.1 The entire recruitment procedure shall be decided by the Datametica Talent Acquisition Team which shall decide the procedure of campus recruitment including but not limited to selection criteria, selection process and elimination rounds.

8. Confidentiality (These points to be discussed with Legal team)

8.1 Either party may disclose its Confidential Information (as defined hereinafter) to the other party and the party disclosing the Confidential Information is referred as "Discloser" and the party receiving such information is referred as "Recipient".

8.2 Recipient shall keep the confidentiality of the Confidential Information of the Discloser and not use the Confidential Information for any purpose other than the purpose for which it the Confidential Information was provided to the Recipient.

8.3 Upon request by the Discloser, Recipient shall immediately return all the copies (all forms of) Confidential Information of the Discloser.

8.4 "Confidential Information" shall mean and include Datametica proprietary technologies, all information and trade secrets exchanged by the parties hereto, including without limitation, technical or non-technical data, processes, know-how, business plans, forecasts, ideas, concepts, non-public financial plans and financial data, information about Datametica's clients and vendors and all other information, whether as a whole or any part thereof, that a reasonable person would deem confidential.

8.5 Confidential Information shall not include information which: (a) is or becomes a part of the public domain through no act or omission of the Recipient; (b) can be shown to be already possessed by the Recipient as of the date of disclosure; (c) is made available to the Recipient on a non-confidential basis by a third party having a right to do so; or (d) is disclosed by order of a court of competent jurisdiction.

8.6 The obligation to maintain confidentiality shall survive this Agreement for a period of two (2) years from the date of disclosure.

8.7 "THE COLLEGE" shall cooperate with Datametica in getting Non-Disclosure Agreements signed by the students if such request is made by Datametica.

9. Miscellaneous

9.1 This MoU under the ACE Program initiative of Datametica, shall be valid for a period of 24 months from the date of signing by "THE COLLEGE" & Datametica. This MoU shall be renewed for further term with mutual consent. Either party may decide to update or terminate this MoU by giving 30 days prior written notice to the other.

9.2 Neither party hereunder shall be liable for any consequential loss or damages arising out of the performance of obligations under the terms of this MoU.

9.3 Save in respect of Clause 8, Confidentiality, Datametica shall not have any liability or legal binding to "THE COLLEGE", by virtue of executing this MoU.

10. **Limitation of liability**

10.1 In no event shall either party be liable to the other for any loss of profits, loss of revenue, loss of data, loss of use, any indirect, incidental, special, exemplary, punitive or consequential damages, incurred by either party or any third party, whether in an action in contract or tort, strict liability or other legal or equitable theory regardless of whether such damages were foreseeable or if the other party or any other person has been advised of the possibility of such damages.

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 the 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.

12. **Governing law and Jurisdiction:**

12.1 This MoU shall be governed by the laws of India. Any dispute arising out of or in connection with this MoU shall be subject to the jurisdiction of the courts in Pune.

Agreed to:

For **DataMetica Limited**

Sign: _____

Signing Authority Name:

Signing Authority

DataMetica

Date: 11/Jan/2022

For "THE COLLEGE"

Sign: _____

Signing Authority Name: Dr. Santosh Deshpande

Signing Authority Designation: Director, MES's IMCC.

MES's Institute Of Management & Career Courses (IMCC)

Date: _____