

Date: 26th August 2022

Memorandum of Understanding (MOU)

Sub: Proposal for Industry collaboration with Institute and empowerment of students with higher skills to meet future industry standards – Special initiative to arrange the collaboration through absorbing industry process with academics

With reference to the subject cited above, we would like to submit that we are interested in collaborating with you to bridge the gap to create Technical, skilled resources through collaboration with an Institution like you. We have proposals in two different formats.

The basic MOU is needed to create an INCUBATION-like environment, and the basic roles must be defined for the preparation of the **MOU for the Role of the Company, Role of the Institute and Role of the Student**. Below is the basic information to formulate the system that can be further bettered.

The Role of the Company:

1. The company will select the students after MOU from the 4th year, 1st and 2nd semester. The selected students will be imparted the training in the required domains of Technology for 6 months Offline mode so that the selected student is on par with the industry needs.
2. The first step will be 1 to 2 full-day sponsored training sessions will be held at the college campus, and from there, the college faculties assigned can drive the initial rest training ensuring the students perform well on selection tests.
3. Second step: Students will be performing selection tests, and the Company will offer the final list of selected students an internship. These selected students shall be attending our office on a daily basis (except Sundays) full-time. **The internship will be for 6 full months (180 working days.)** Your college or faculties would be responsible that students are ready with basic level knowledge on programming languages that will be informed to you prior during those 1-2 days of sponsored training.
4. During this internship, our people will train the students in the same programming skills for intermediate and/or advanced levels. During the internship, performing students will be working on Live projects or real businesses. Students not performing would get one notice to improvise, and if they could not cope up, they would be terminated from the internship.
5. Once the Internship is done, the student who successfully completed the internship will be given a nominal stipend for those who performed and completed the entire internship period with a promise of absorption into company payrolls.

BusinessLabs Internet Services LLP

Ground Floor, Hatch Station, Sindhi Colony Rd, beside Dominos Pizza,
Begumpet, Hyderabad, Telangana 500003

Website: WWW.BUSINESSLABS.ORG | **EMAIL:** reception@businesslabs.org

6. The college will be paid by the company with an amount towards the infrastructure charges from the revenue generated if the entire program of **6 months** is conducted at College premises with a dedicated branded cohort/incubation type facility. If such a program happens in college, a minimum of 2 faculties for every 6 students would be provided by the college. The faculties should know how to program at least in php, design in html, and CSS, use ajax and jquery and manage a complex database using MySQL.

7.

- a. The company will take the students on an internship only if the contract/bond between the parents of the student, the institute, and the company is in a place where the parents of the student and the institute ensure to pay a sum of **Rs 1,00,000/-** in case one student doesn't join the company upon the offer been made and completes their 2years of job post-internship.

Or

- b. College can collect a training fee of **Rs 30,000** per student and pay BusinessLabs.
 - i. The training fee will be reimbursed or refunded if the student accepts to join the company upon successfully completing the internship and if an offer has been made.
 - ii. If the student doesn't join upon the offer made, we consider this as a training contract as we have been paid for the hard work we would be doing in this regard.
 - iii. If the company doesn't offer them a job upon successfully completing the internship, Company will pay back the fee of **Rs 30,000** for each student collected earlier back to the college.
 - iv. If a student doesn't complete the internship for any misconduct or absenteeism where a company has not terminated their internship, the company will not refund the fee.
 - v. If the company terminates the internship, we will refund the fee to the college.
8. Company to ensure that the stipend payment on successful completion is made to all students who complete the entire 6 months internship, at any cost.
9. The company also ensures that proper coding practice on real Live Projects happens during the internship.

Role of Institute:

1. The institute will be responsible for the infrastructure to meet the objectives of MOU in case they offer to perform the entire program inside the college (except for an initial 2 to 4 full days of training pre-selection of interns.
2. The Institute has to conduct the initial 1 to 2 full days training process, where the company will sponsor those 1-2 days of training for all.
3. The selection process will be done at Institute's premises.
4. Ensure full attendance and participation on the final selection day(s).
5. All the required students and/or faculty must be accommodated for the project assigned with mutual consent and within the academic stipulations of JNTUH, for which the Institute must abide.

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6. All the infrastructure available for students can be utilised for the development of student skills to become an expert resource to the Industry.
7. Institutes ensure that they arrange the academics so that the internship / industrial training schedules are not disturbed at any cost.

Role of student:

1. The selected student must provide the bond to work with the company for 2 years after graduation. (This is not needed if they are paying the fee of Rs 30,000 towards the training. Please refer to the clauses above.)
2. Students should agree to abide by the terms and conditions of the MOU in the interest of all the stakeholders.
3. Students should maintain balance with/her project and academic work, for which the Institute also helps out students with the necessary support.

We request your opinion on the above primary roles given in this context. We need your updates on your philosophy of making a successful MOU adhere to your policies and regulations without losing the norms of the education system guided by JNTUH. It is necessary to design a system to collaborate to synchronise with each other for better resources to match your demand in this dynamic business environment.

Hence, we appreciate your interest and look forward to a long-term proactive relationship for the betterment of society at large.

The undersigned agrees to the terms of this **Memorandum of understanding (MOU)**

BusinessLabs Internet Services LLP

Name of Signatory: **YAKIN. SHAH**

Signature: 


Date: **26th August, 2022.**

For **BUSINESSLABS INTERNET SERVICES LLP**


Partner

Pallavi Engineering College

Name of Signatory: **DR M.B. RAJU**

Signature: 

Date: **26-08-2022**

PRINCIPAL
PALLAVI ENGINEERING COLLEGE
(Formerly Nagole Institute of Technology & Science)
Kuntloor (V), Abdullapurmet (M)
Hyderabad, R.R. Dist-501505

BusinessLabs Internet Services LLP

Ground Floor, Hatch Station, Sindhi Colony Rd, beside Dominos Pizza,
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