

MEMORANDUM OF UNDERSTANDING
(MOU)

BETWEEN



(CMR Technical Campus)

&



Gradious

(Gradious Technologies (P) Ltd.)

MEMORANDUM OF UNDERSTANDING

GRADIOUS TECHNOLOGIES Center of Excellence - 20XX

This Memorandum of Understanding (the "MOU") is entered into by and between CMR Technical Campus herein after referred as "First Party" and Gradius Technologies (P) Ltd., Hyderabad referred as "Second Party", for the purpose of setting forth their understanding as to the terms under which they would contemplate pursuing a mutual relationship for jointly carrying out the specific business activities described herein. First Party and Second Party may be jointly referred to herein as the "Parties and each of them, a "Party".

This MOU sets forth a summary of the essential terms of the contemplated business relationship but is not exhaustive of all the terms the Parties will require in the final binding agreements between them. It is the Parties' intent that this MOU provides an outline for the preparation of the definitive documentation between the Parties as to the subject matter hereof (the "Definitive Documents").

The parties involved in covenant are to be obliged in consideration of the foregoing recitals.

1. Objective:

It's mutually agreed to have a COE program to meet the following objectives.

- To meet the increase in demand for Quality IT Engineers every year
- To bridge the gap between Industry and Academics
- To bring the curriculum and students on par with the latest Industrial standards
- Ensure industrial training for selected students under the Gradius CoE initiative

- Second Party may hire students for itself or for its clients through an assessment, once reached to that Industrial standard

2. Duration of MOU:

This MOU shall be operational upon signing and will have an initial duration of Three years. Upon a mutual consent, this MOU shall be renewed at the end of each year OR terminated by sending it in writing after completion of Three year. However, once signed this MOU can't be terminated within ONE year from the date of signature or extension.

3. GRADIOUS TECHNOLOGIES Offering:

Once a MOU is signed with anFirst Party, Second Party sets up a Center of Excellence in Software Development and/or Infra / DevOps Engineering. Depending on the several factors, these practices may change year to year. But will be confirmed by the time of signing or extending the MOU. As a part of establishing the COE, Second Party does the following:

- For each of the nominated Practices, provides free training to students of the First Party for a Period of Four Months. Number of Practices that Second Party trains will depend on the Practice nominations made by the First Party at the time of signing or extending the MOU.
- The students selected in each practice will be at the sole discretion of the Second Party and they would conduct a fair and thorough assessment of students before the selection into the CoE.
- Provides software required for training.
- Conduct post training assessments and and provide employment offers for eligible students.

4. Expectations from the First Party:

Once MOU is signed, the following are expected from the First Party, failing which may lead to the termination of the agreement.

- Nominates ONE or TWO faculty members from each of the Practices, for mentoring the students.
- Allow the use of college computer labs for training and practice for at least 8 to 12 hours every week.
- Allow students from their college, who are pre-selected by Second Party to be part of the subsequent trainings and Internships.
- Once selected by Second Party, doesn't allow the students to be part of other campus interviews (unless it is a "Dream Package" offered by the other companies)
- Ensure that the students joining the Gradious CoE sign the undertaking and abide by its rules.

5. Successful Training Completion Criteria for the nominated students:

The following criterion determines "Successful Completion" of the training given to the nominated faculty members in different Practices.

- 90% of Attendance
- On time completion of assignments with 80% or above marks including in final assessment. Evaluation reports will be sent every fortnight with respective management of colleges/universities
- Active participation in the training program with learning enthusiasm
- Completion of Capstone project at the end of the training program for all the students.

6. Eligibility for the Student Registration:

Second Party expects to have the following qualifications for the students, who are registered by the First Party for the trainings provided by Second Party

- Students studying in the pre final year of graduation are eligible for the registration.
- For the practices, students should have Minimum 65% marks throughout (SSC to current stage) in aggregate as on the date of registration.
- Second Party may change the eligibility criteria at any given point of time with prior intimation, based on business demand if any.

7. Internship/Employment opportunity:

Post the completion of training, the students will be subjected to Hiring Partners of the second party and these hiring partners will be offering internship followed by full time employment to the students of the First Party. The employment and subsequent salary is subject to clearing all the stages during the training and internship.

- Interns are allowed to take leave only for external semester exams.
- Internship is purview of the client where the student gets absorbed.
- Final employment of the student will be in the range of 4 LPA and above.

8. Intellectual Property:

All intellectual property rights, title and interest in the materials, information, assets, or systems developed during the training of the nominated students shall remain solely vested with the Second Party. All intellectual property, including

copyrights, patents, patent application, trademarks and other intellectual property shall remain the property of the originating party or its licensors. Each party shall retain all rights, title and interest in its intellectual property and neither party grants the other party any rights to use its intellectual property unless and until otherwise provided in a written agreement signed by the Parties. Each party may, at any time and in its sole discretion, revoke any rights granted to the other Party to use its intellectual property (including any logos and/or trademarks).

9. Confidentiality & Security:

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.

10. Force Majeure:

Neither parties shall be liable for failure to perform their respective obligations if such failure is as a result of Acts of God (including fire, flood, earthquake, storm, hurricane or other natural disaster), war, invasion, act of foreign enemies, hostilities (regardless of whether war is declared), acts of any Governmental Authority after the date of this Agreement, strikes and other labor difficulties and other events or circumstances beyond reasonable control.

11. Addendum:

Exact dates of Training shall be mutually confirmed.

Now, therefore, in consideration of the aforesaid recitals, the mutual covenants and agreements herein set forth and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereto, intending to be bound legally and

signed in this agreement on the day date, month and the year mentioned hereto before.

<p>For CMR Technical Campus</p> <p><i>Omreddy</i></p> <p>Name: Dr. A. Raji Reddy Dr. A. RAJI REDDY Director Designation: Director CMR Technical Campus Kandlakoya (V), Medchal Road, Hyderabad, Telangana - 501401. CMR Technical Campus</p> <p>Date:10/03/2023</p>	<p>For Gradious Technologies Private Limited</p> <p><i>Madhu Sudhan Gilada</i></p> <p>Name: Mr. Madhu Sudhan Gilada</p> <p>Designation: Director</p> <p>Gradious Technologies Private Limited</p> <p>Date:10/03/2023</p>
<p>Witness -1</p> <p><i>Ch. Madhava Rao</i></p> <p>Name: Ch. Madhava Rao TPO CMRTC.</p> <p>Address - Hyderabad.</p>	<p>Witness -2</p> <p><i>Akanksha K</i></p> <p>Name: Akanksha K</p> <p>Address: Gradious Technology.</p>

