



Capgemini Technology Services India Limited
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LETTER OF UNDERSTANDING

This Letter is hereby executed on this 22nd day of April, 2022 between the Capgemini Technology Services India Limited having registered office at Plot No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC-SEZ, Village Man, Taluka Mulshi, Pune -411057 "Capgemini", represented by its Authorised Signatory - Aarti Srivastava, CHRO;

Friends Union for Energizing Lives(FUEL) having its registered office at FUEL(Friends Union for Energizing Lives)Sector A4, Survey No.16/1/1,Forest Trails Township,Paud Road, Bhugaon, Pune, Maharashtra 412115, represented by its Authorised Signatory Ketan Deshpande Founder Chairman, CEO with Matsyodari Shikshan Sanstha's College of Engineering & Technology having its campus address at Nagewadi, Jalna- Aurangabad Road, Jalna.- 431203 represented by its Authorised Signatory Dr.S.K.Biradar, Principal and Agricultural Development Trust (ADT), having its registered address at Shardanagar, (Malegaon Col.)Post Box No.- 35,Tal. Baramati,Dist. Pune-413 115 Maharashtra, India. and represented by its authorized signatory, Mr.Nilesh Nalwade, CEO and are herein referred to as "SIGNATORIES".

Capgemini Technology Services India Limited is a global leader in consulting, digital transformation, technology and engineering services. The Group is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. As the contract between business and society changes, we're doing more to take on the biggest challenges facing society. By working with our clients, our people, and our partners, we're raising the bar in three key areas:

- Environmental sustainability, by driving sustainable thinking into our operations and the work we do with clients
- Digital inclusion, by using the passions and skills of our people to bridge the digital divide
- Diversity and inclusion, by fostering an inclusive culture and building a diverse workforce

Our Social Response Unit mobilizes our business to respond rapidly to address the world's most immediate crises, helping as many individuals and communities as possible. As we do this, we combine the power of the latest technology with our human energy, supporting the next generation of digital innovators and building an inclusive culture where everyone can be their true, authentic self. Our work supports 11 of the UN Sustainable Development Goals, and our social and environmental responsibility is embodied by our commitment at national, regional and global levels. Through this commitment, we'll help build the more inclusive and sustainable future we want and our planet needs. There has never a better time to leverage technology and human capabilities to tackle environmental, social, and governance challenges.

Friends Union for Energizing Lives(FUEL) organization is registered under the Bombay Public Trust 1950 and charities and Religious trust Act 1920. Having its head office at Sector A4, Survey No.16/1/1, Forest Trails Township,Paud Road, Bhugaon, Pune, Maharashtra 412115

o/stores
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Matsyodari Shikshan Sanstha's College of Engineering & Technology— Matsyodari Shikshan

Sanstha's College of Engineering & Technology, Nagewadi, Jalna- Aurangabad Road, Jalna.-431203

, established in the year 2002 and having excellent and quality education to the students of the rural areas of Marthawada region.

The LoU will focus on the following areas:

Improving the quality of skill training and linking skills to employment opportunities:

- a) The signatories shall work together to facilitate the skilling and placement of youth and women with a special focus on providing customized training as per prescribed curricula designed by Friends Union for Energizing Lives(FUEL) and Vetted by Capgemini in Tech programs such as Java Angular, Java react, CIS.
- b) The joint skilling program has a capability to be implemented in hybrid mode with national specialized tech experts.
- c) Students to be identified, prescreened and shortlisted for the program based on the eligibility criteria provided by Capgemini. Ref. Figure 1.

- d) FUEL shall deliver the program as per the courses and schedule mentioned in Annexure A attached.
- e) Matsyodari Shikshan Sanstha's College of Engineering & Technology to mobilize students for FUEL. FUEL to create batches, schedule for training, align faculty and complete the number of students as mentioned in Annexure A

- f) FUEL will conduct regular assessments of the candidates throughout the training period and will award the certificate only after successful completion of the complete training programme.

- g) FUEL shall work towards tracking and reporting by the end of the batch, the number of students skilled and the number of students successfully getting employed in Capgemini. Students who fail to get selected in Capgemini, Organization/ will ensure employment for 70% of such students in other similar reputed organization.

- h) Program Definition: 450 Hours to be delivered by Organization/ in Java and Aligned courses. The program will have engagement of students for 3- 8 hours everyday.

- i) Capgemini will aim to offer employment to all the successful candidates completing the training as per Capgemini requirements. However, it is not binding on both sides i.e. Capgemini or Organization/ or Students as a guarantee employment program and, employment in Capgemini is completely based on skills, suitability and performance of the students during final selection process of Capgemini. Selection of students in Capgemini is completely on discretion of the hiring team of Capgemini.

- j) FUEL will also share on a regular basis a list of students successfully completing the program 15 days in Advance to the recruitment teams of Capgemini.

- k) All intellectual properties of Capgemini, FUEL and Matsyodari Shikshan Sanstha's College of Engineering & Technology, ownership, title, and interest in and to the content and training materials (available in any tangible or intangible format, work or design), including but not limited to, copyright and copyright rights, shall at all times continue to vest with respective signatories.

- a) Candidates, post completion of the program, shall be eligible for final selection process of Capgemini subject to fulfillment of the following criteria:
 - A – Minimum 95 % attendance during the program and no absenteeism (Unapproved by immediate supervisor of the candidate) recorded during the program and OJT.

 - B - There has not been any disciplinary action being taken against the students during the program for any reason whatsoever.

C – Students have completed all the modules, project work and assignment and have been declared eligible by the assigned batch faculty.

- b) This letter of Understanding can be terminated by either of the Signatory(ies) by giving 1 Month notice in writing. It is understood that the training for any ongoing batch of beneficiaries will be completed in case of any such termination.
- c) The terms of understanding recorded in this Letter of Understanding can be modified with mutual consent in writing by all the Parties together.

The LoU is an understanding between 4 entities: Capgemini Technology Services India Limited, Digital Academy partner- FUEL, Matsyodari Shikshan Sanstha's College of Engineering & Technology and Agricultural Development Trust.

- Agricultural Development Trust will provide the services of expert advisor whose responsibility will include but not limited to:
- Ensuring mobilization of the candidates from colleges and external entities (Alumni, other college students) as applicable
- Ensuring timetable is in place which aligns with availability of students, Digital Academy facilitators and college sessions for providing DA training at colleges based on the specified courses
- Liaison with relevant authorities to ensure all the support is provided to Digital Academy partners and college authorities to effectively impart the training at colleges
- Anchor overall coordination to ensure effective and efficient implementation of program

The Parties are undertaking to take joint initiatives envisaged herein with the sole objective of extending benefits of Digital academy programs to the society at large and nothing contained herein creates any commercial or legal obligations or liabilities between the Parties.



The LoU will be operational for **1 year** starting from the date of execution hereof, and may be extended on mutual endorsement of the signatories. To ensure smooth implementation, the signatories shall mutually decide and work on an implementation plan and shall come together for periodic meetings and discussion based on the need of the implementation interventions.

For
Capgemini Technology Services
India Limited.

For
Matsyodari Shikshan
Sanstha's College of
Engineering & Technology,

Name
Designation
Signatory
Place

Name :- Dy. S.K. Bivadar
Designation :- Principal
Signatory :- [Signature]
Place :- Jalgaon - 431203.



For
FUEL.

For
Agricultural Development
Trust, Baramati

Name
Designation
Signatory
Place

[Signature]

Name
Designation
Signatory
Place