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Government of India

Ministry of Rural Development

Department of Rural Development

(Rural-Skills Division)

1st Floor, Western Wing, Thapar House, 124 Janpath, New Delhi 110 001, INDIA

Web: <http://ddugky.gov.in/>

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Phone: +91-11-2374 3625/26

25th November 2016

Invitation to partner with DDU-GKY as Champion Employers

1. BACKGROUND

The Ministry of Rural Development (MoRD), Government of India, is implementing a placement linked skill development program called the DDU-GKY - Deen Dayal Upadhyaya Grameen Kaushalya Yojana (erstwhile known as the Aajeevika Skills Program). The vision of DDU-GKY is **“Empowering the Rural Poor Youth into Economically Independent and Globally Relevant Workforce”**.

DDU-GKY aims to achieve this vision with an inclusive agenda, standard-led delivery focused on industry requirements and its outreach that makes skills acquisition aspirational amongst the rural poor, thereby helping to create an empowered and productive workforce.

DDU-GKY is unique in its focus and approach to skilling. It is the only national level program that is fully focused on youth from poor rural families to ensure that the majority of the potential demographic dividend which resides in the villages of the country are equipped with skills to participate in economic growth of the country. In its design and mandate DDU-GKY gives priority to disadvantaged groups such as the SC/ ST/ women/ minorities and people with disability (PWD), victims of human trafficking and particularly vulnerable tribal groups (PVTGs) and other such vulnerable groups.

DDU-GKY has many “firsts” to its credit. It is the first program to launch **“Roshni”** which is a placement linked skill training program aimed at rural youth in left-wing extremist (LWE) districts of the country. Similarly, DDU-

GKY is a pioneer in launching “**Himayat**” aimed at providing skills and employment to the youth of Jammu and Kashmir. Both of these programs have been highly appreciated by all stakeholders and have now become the norm for providing productive alternatives in conflict areas. DDU-GKY also has been pioneer in setting the very first standards for infrastructure and processes for skill delivery in the country, supported by a quality framework that puts self-regulation at the heart of its quality policy. In its objective to benchmark skills to global standards, DDU-GKY has also been the first mover to introduce information technology supported by tablets for every trainee, soft-skills and English language delivery.

DDU-GKY is implemented through a 3 tier structure with MoRD at the apex as the policy making, facilitation and coordination agency; the State Skill Missions (SSMs) / State Rural Livelihood Missions (SRLMs) as the state level nodal implementation support agencies and external organizations (Corporates, Societies, NGOs, Private Skill Training providers) as Project Implementation Agencies (PIAs) who serve as the skill and placement providers under the program. The DDU-GKY envisages a central role for SSMs/SRLMs in driving program delivery, its quality and outcomes. The DDU-GKY [guidelines](#) provide additional information on the program. The guidelines can be accessed under the resource section of DDU-GKY website at <http://www.ddugky.gov.in>.

One of the key ways in which DDU-GKY aims to achieve its vision is through a strategic alignment of its objectives with the HR strategy of organizations who have a large captive need for trained manpower. Such organizations are currently operational in almost all sectors and thus can be strategically supported by DDU-GKY in achieving their goals. The ‘**Champion Employers**’ policy is designed to enable such organizations to partner DDU-GKY to address their own HR and business needs. The remarkable structure and institutions of MoRD which encompass the State level administrative structures right down to the panchayat and grassroots base within community based organizations (CBO, SHGs) enables DDU-GKY to reach out to committed rural youth and to link them with potential employers. DDU-GKY also supports such outreach and interface between industry and youth through several support interventions such as job fairs, mobilization campaigns, call center and a strong marketing and branding program that is in the pipeline.

2. ADVANTAGE ‘CHAMPION EMPLOYER’ UNDER DDU-GKY

Under DDU-GKY guidelines a ‘Champion Employer’, who has signed an MoU with MoRD, is provided:

- a. Category ‘A’ status amongst PIAs (Project Implementation Agencies/ Training Partners. (Refer to Section 4.7, Table 5, 1, b) of the Program Guidelines
- b. Second highest priority amongst the eight sub-categories of Category ‘A’ PIAs. (Refer 5.12 of the guidelines)
- c. An inter-se priority as a Category ‘A’ PIA over categories B and C.
- d. In addition to the above, MoRD has also mandated that all States shall consider the project applications of ‘Champion Employers’ with whom MoRD has signed MoU, on priority as per Guidelines (Notification No. 29/2015). The notification also provides that where a project application by a Champion Employer is pending with a State for more than 6 weeks such application may be taken up for consideration by the Empowered Committee (EC) of NRLM in MoRD in consultation with the State concerned.

3. KEY EXPECTATIONS FROM THE 'CHAMPION EMPLOYER'

The 'Champion Employer' is expected to provide sustainable employment of high quality at scale to minimum of 3500 candidates in two years, with focus on co-branding, commitment to decent work norms, retention and career progression. This has to be enabled through a model providing high levels of co-branding in all processes, activities and outcomes thus setting a benchmark for training quality, training material including use of technology and training delivery, and through an upskilling path through multiple training levels allowing a trainee to progressively achieve higher levels of skills & certification over a two year period starting from a novice level. Critically, every Champion Employer is required to commit and adhere to the following deliverables:

Sl. No	Champion Employer deliverables	Whether applicant agrees to the criteria (YES/ NO)
1	Commitment to train 5000 in 2 years	
1a	Minimum placement commitment of 70% of training target (as prescribed in DDU-GKY Norms ¹)	
1b	40% of trained to be placed in 'Captive Employment' or Affiliate Companies	
2	Minimum Wage Commitment	
2a.	Starting pay (CTC) of Rs. 8000/- month all placements	
2b.	50% of total placed trainees in own or affiliate to draw CTC of Rs. 15,000/- month at the end of 1 year	
3	Accreditation of Trainers	
3a	Commitment to Accredite 50% of trainers in Year 1 and all trainers by 2 years. ²	
4	Career Progression	
4a	Clearly defined career progression pathway up to the supervisory level in 4 years for the proposed trade ³	
5	Co-Branding of training centres as '< PIA>-DDU-GKY'	
6.	Commit to course duration of minimum 6 months	

To enable the above, a MoU shall be signed between MoRD and the 'Champion Employer'. A sample MoU is provided in Annexure.

¹ As per the DDU-GKY norms found in DDU-GKY [Guidelines](#) and [SOPs-Part 1](#) and [Part II](#)

² As may be notified by MoRD

³ The prospective Champion Employer may please submit the required documents for career progression pathway as per the criteria specified in 4a. It may please be noted that career progression along the pathway is individual dependent and thus only capable trainees may reach supervisory levels. The prospective Champion Employer may also indicate the support structures, trainings, incentives they shall provide for career progression.

A 'Champion Employer' designated as such by MoRD through a formal MoU would be awarded projects based on the approved processes and systems of DDU-GKY as notified from time-to-time.

An organization meeting the qualification criteria given hereunder will be selected as 'Champion Employer' with DDU-GKY.

4. EVALUATION CRITERIA

A) Minimum Eligibility Criteria

S. No	Minimum Eligibility Criteria	Circle /Highlight Yes / No	Documentary Evidence required for Verification
1	Whether the organization is allotted a PRN⁴ by MoRD?	Yes / No	
1a	if yes, PRN		<i>Print of E-mail/Website indicating PRN</i>
1b	Date of allotment of PRN		<i>Provide Date (DD/MM/YYYY)</i>
2	Whether the organization is more than 3 years old as a legal entity?	Yes / No	
2a	If yes, no. of years of existence?		<i>Certificate of Incorporation/Registration Certificate</i>
2b	Date of registration / incorporation of the organization		<i>Provide Date (DD/MM/YYYY)</i>
3	Should not have negative net worth in at least two of the last 3 years financial years?	Yes / No	<i>For the years: 2015-16, 2014-15, 2014-13</i>
3a	If yes, annual net worth in Rs. (in crores)	<Net worth>	<i>Certificate by Chartered Accountant certifying the networth as indicated by the applicant</i>
4	Whether Average Annual Turnover of the organization is more than Rs.12.5 crores in each of the preceding 3 Financial Years	Yes / No	<i>For the years: 2015-16, 2014-15, 2014-13</i>
4a	Average annual turnover		<i>Certificate by Chartered Accountant certifying the turnover as indicated by the applicant</i>
5	Has the organization or its owners/Directors ever been found guilty by any court / regulatory body / self-regulatory organization / stock exchange for any offence in India or abroad?	Yes / No	

⁴ An organization may obtain the PRN by visiting <http://ddugky.gov.in/prn/outerAction.do?jsessionId=0458F1F39109D15D38684398A36ED8D1?methodName=showIndex> and filling in the necessary details and documentation required. For further information and support, the organization may contact sheeja.nair@ddugky.gov.in / sarika.dhawan@ddugky.gov.in

5a	If yes, details there of		<i>Kindly provide details or Declarations from Organization's legal representative</i>
6	Whether organization is NSDC partner? (Not Mandatory)	Yes/ No	
	If yes, please provide agreement		<i>Registered agreement with NSDC & Applicant</i>

- All pages of the response shall be initialed by the authorized representative. Documentary evidence of authorization to be provided
- MoRD may choose to seek additional document for clarification, if so required
- Organizations who do not meet the Minimum Eligibility Criteria will not be evaluated further

B) Assessment Parameters

Organizations who successfully meet the minimum criteria stated above shall be assessed by the 'Champion Employer Review Committee' (CERC); a committee consisting of team of eminent persons, highly experienced external members and supported by members of DDU-GKY team. The committee shall undertake an assessment of the capacity and experience of the champion employer taking into account the following:

- a. The proposed quantum of recruitment as 'Champion Employer' vs. the current HR capacity, past recruitment levels and the business strategy of the organization to supports its recruitment plan as a 'Champion Employer'.
- b. The existing and proposed strategy of the 'Champion Employer' to support retention, upskilling and career progression of trainees
- c. The existing capacity and geographical spread of the training centers including trainers
- d. Strategies for co-branding, quality management as well as preparedness for alignment of training to the national skill qualification including that of National Council for Vocational Training (NCVT) and Sector Skill Council (SSC).
- e. The potential 'Champion Employer' will be required to present information as per the Presentation template attached FORM 4.

5.PROCESS and OTHER DETAILS

DDU-GKY warmly invites organizations that see themselves as potential 'Champion Employer' to partner in this initiative. There is no deadline for applications. The applications can be sent in throughout the year and will be taken up for consideration by the committee as it deems fit.

The organizations may respond to this invitation by sending a Cover Letter and other documents as provided in Annexures by email to (sheeja.nair@ddugky.gov.in AND sarika.dhawan@ddugky.gov.in) & **sealed hardcopy** at the following address:

Shri. Anil Subramaniam,
Director (Skills),
Rural-Skills Division

**Ministry of Rural Development
Thapar House, 1st Floor, Western Wing,
124 Janpath, New Delhi 110 001, INDIA.**

ANNEXURES

FORM I : Covering Letter

(On letterhead)

[Date]

To,
Shri. Anil Subramaniam,
Director (Skills),
Rural-Skills Division
Ministry of Rural Development
Thapar House, 1st Floor, Western Wing,
124 Janpath, Connaught Place,
New Delhi 110 001, INDIA.

Dear Sir,

Ref: Response to Invitation for selection as a 'Champion Employer's for DDU-GKY Program of the Ministry of Rural Development

Having examined the invitation, we, the undersigned, hereby submit our response for selection as 'Champion Employer's for DDU-GKY Program of MoRD.

We attach hereto the response as required.

Primary and Secondary contacts for our organization are:

	Primary Contact	Secondary Contact
Name:		
Title:		
Company/ Organization Name:		
Address:		
Phone:		
Mobile:		
Fax:		
E-mail:		

We confirm that the information contained in this response or any part thereof, including its exhibits and other documents and instruments delivered or to be delivered to MoRD is true, accurate, verifiable and complete. This response includes all information necessary to ensure that the statements therein do not in whole or in part mislead the department in its short-listing process.

We hereby confirm that we commit and would adhere to the following deliverables in event of being selected as Champion Employer-

Sl. No	Champion Employer deliverables	Whether applicant agrees to the criteria (YES/ NO)
1	Commitment to train 5000 in 2 years	
1a	Minimum placement commitment of 70% of training target (as prescribed in DDU-GKY Norms ⁵)	
1b	40% of trained to be placed in 'Captive Employment' or Affiliate Companies	
2	Minimum Wage Commitment	
2a.	Starting pay (CTC) of Rs. 8000/- month all placements	
2b.	50% of total placed trainees in own or affiliate to draw CTC of Rs. 15,000/- month at the end of 1 year	
3	Accreditation of Trainers	
3a	Commitment to Accredite 50% of trainers in Year 1 and all trainers by 2 years. ⁶	
4	Career Progression	
4a	Clearly defined career progression pathway up to the supervisory level in 4 years for the proposed trade ⁷	
5	Co-Branding of training centres as '< PIA>-DDU-GKY'	
6.	Commit to course duration of minimum 6 months	

We fully understand and agree to comply that on verification, if any of the information provided here is found to be misleading during the short listing process, we are liable to be dismissed from the selection process or termination of the contract during the project, if selected to do so.

It is hereby confirmed that I/We are entitled to act on behalf of our company/ corporation/ firm/ organization and empowered to sign this document as well as such other documents, which may be required in this connection.

⁵ As per the DDU-GKY norms found in DDU-GKY [Guidelines](#) and [SOPs-Part 1](#) and [Part II](#)

⁶ As may be notified by MoRD

⁷ The prospective Champion Employer may please submit the required documents for career progression pathway as per the criteria specified in 4a. It may please be noted that career progression along the pathway is individual dependent and thus only capable trainees may reach supervisory levels. The prospective Champion Employer may also indicate the support structures, trainings, incentives they shall provide for career progression.

FORM II : Signatory Authority Certificate

(On letterhead)

[Date]

To,

Shri. Anil Subramaniam,

Director (Skills),

Rural-Skills Division

Ministry of Rural Development

1st Floor, Western Wing, Thapar House, 124 Janpath

New Delhi 110 001, INDIA.

Dear Sir,

Sub: CERTIFICATE AS TO AUTHORISED LEGAL SIGNATORIES

Ref: Invitation for 'Champion Employer's for DDU-GKY Program of the Ministry of Rural Development

I,, Director on the Board of Directors/ Trustees of
....., certify that who signed the above response is
authorized to do so and bind the organization by authority of its board/ governing body, as evidenced in the
attached document.

(Signature)

Authorized Signatory name

Designation

(Organization/ Company Seal)

Evidentiary proof:

1. Appropriate board resolution / other documents as necessary

FORM III: Response Details - Minimum Eligibility Criteria

Minimum Eligibility Criteria

S. No	Minimum Eligibility Criteria	Documentary Evidence	Page No. in Response
1	Whether the organization is allotted a PRN⁸ by MoRD?	YES/ NO	
1a	if yes, PRN	<i>Print of E-mail/Website indicating PRN</i>	
1b	Date of allotment of PRN	<i>Provide Date (DD/MM/YYYY)</i>	
2	Whether the organization is more than 3 years old as a legal entity?		
2a	If yes, no. of years of existence?	<i>Certificate of Incorporation/Registration Certificate</i>	
2b	Date of registration / incorporation of the organization	<i>Provide Date (DD/MM/YYYY)</i>	
3	Should not have negative net worth in at least two of the last 3 years financial years?	<i>For the years: 2015-16, 2014-15, 2013-14</i>	
3a	If yes, annual net worth in Rs. (in crores)	<i>Certificate by Chartered Accountant certifying the networth as indicated by the applicant</i>	
4	Whether Average Annual Turnover of the organization is more than Rs.12.5 crores in each of the preceding 3 Financial Years	<i>For the years: 2015-16, 2014-15, 2013-14</i>	
4a	Average annual turnover	<i>Certificate by Chartered Accountant certifying the turnover as indicated by the applicant</i>	
5	Has the organization or its owners/Directors ever been found guilty by any court / regulatory body / self-regulatory organization / stock exchange for any offence in India or abroad?		

⁸ An organization may obtain the PRN by visiting <http://ddugky.gov.in/prn/outerAction.do?methodName=showIndex> and filling in the necessary details and documentation required.

5a	If yes, details there of	<i>Kindly provide details or Declarations from Organization's legal representative</i>	
6	Whether organization is NSDC partner? (Not Mandatory)		
	If yes, please provide agreement	<i>Registered agreement with NSDC & Applicant</i>	

- All documents to be counter-signed by the authorized representative. Documentary evidence of authorization to be provided
- MoRD may choose to seek additional document for clarification, if so required
- Organizations who do not meet the Minimum Eligibility Criteria will not be evaluated further

FORM IV: Response Details – Assessment Parameters

ASSESSMENT SHALL BE DONE BASED ON PRESENTATION TO BE MADE BY THE ORGANIZATION IN THE ATTACHED [PPT FORMAT](#)

FORM V : Organization Details

Details of the Organization (Fill all, where applicable)	
Name of organization	
Nature of the legal status in India	
Legal status reference details	
Nature of business/ work in India	
Date of Incorporation/ Registration	
Date of Commencement of Business/ Work	
Address of the Office in Delhi	
Address of the Registered Office in India	
PAN Number	
Service Tax Number	
Other Relevant Information	
Mandatory Supporting Documents: <ul style="list-style-type: none">a) Certificate of Incorporation from Registrar Of Companies(ROC) / Registration Certificate as applicableb) Relevant sections of Memorandum of Association of the organization or filings to the stock exchanges to indicate the nature of business of the organizationc) Any other specified in this document	

FORM VI : Undertaking on Litigation

FORM VI: UNDERTAKING ON MAJOR LITIGATION

(Organization letterhead)

[Date]

To,
Shri. Anil Subramaniam,
Director (Skills),
Rural-Skills Division
Ministry of Rural Development
1st Floor, Western Wing, Thapar House, 124 Janpath
New Delhi 110 001, INDIA.

Sub: Undertaking on Major Litigation

Ref: Invitation for 'Champion Employer's for DDU-GKY Program of the Ministry of Rural Development.

Sir,

I/We as potential 'Champion Employer's do hereby state that our company/ organization is not involved in any major litigation which may impact the performance of the services to be provided by us, if selected by MoRD.

Yours faithfully,

(Signature)

Company Secretary / Legal Representative (with authorization)

Designation

(Organization/ Company Seal)

FORM VII : Undertaking Blacklisting

(On letterhead)

[Date]

To,
Shri. Anil Subramaniam,
Director (Skills),
Rural-Skills Division
Ministry of Rural Development
1st Floor, Western Wing, Thapar House, 124 Janpath
New Delhi 110 001, INDIA.

Sub: Undertaking on Blacklisting

Ref: Invitation for 'Champion Employer's for DDU-GKY Program of the Ministry of Rural Development.

Sir,

I/We as potential 'Champion Employer's do hereby state that our company/ organization is not blacklisted as of date with any Central or State Government Ministry or Department in India.

Yours faithfully,

(Signature)

Authorized Signatory name

Designation

(Seal)

Sample MoU

MEMORANDUM OF UNDERSTANDING

1. THIS MEMORANDUM OF UNDERSTANDING (HEREINAFTER REFERRED TO AS 'MoU') IS EXECUTED ON THIS __ DAY OF __, 201__

BETWEEN:

MINISTRY OF RURAL DEVELOPMENT, GOVERNMENT OF INDIA, having its Office at Rural Skills division (DDU-GKY), Ministry of Rural Development, 3rd Floor, Eastern Wing, 124 Janpath, New Delhi 110 001, INDIA, represented by its authorized signatory Shri. Anil Subramaniam, working as **Director, DDU-GKY, Ministry of Rural Development**, and hereinafter referred to as '**PRINCIPAL**' (which term shall unless it be repugnant to the context or meaning thereof mean and include its administrators, successors and assigns) of the One Part,

AND:

" _____", a Company/ Organization incorporated/ registered under the Companies act of 1956 / 2013 / <Relevant Act>, having it Corporate/ Office at _____ represented by its authorized signatory, _____, and hereinafter referred to as the "**Champion Employer**" (which term shall unless it be repugnant to the context or meaning thereof mean and include its successors in interest, subsidiaries, affiliates, group companies and assigns) of the Other Part;

WHEREAS:

- (a) Principal is implementing a placement linked skill development program called the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), which aims at alleviation of rural poverty through skill development and regular job placement for poor rural youth.
- (b) Champion Employer has expressed its willingness to extend its national network of training facilities to train (please fill in the trades and specific skills in which the CE commits to train the candidates) and provide employment to rural poor youth.
- (c) Champion Employer is also aware that the applications for new projects have to be made at central portal for DDU-GKY to access funds under DDU-GKY guidelines, as may be applicable from time to time.
- (d) Champion Employer is aware that the respective States (in case of Action Plan state) and MoRD (in case of Year Program will sanction the projects based on norms applicable under Guidelines for the scheme as may be applicable from time to time.

2 PURPOSE OF MoU

TRAINING, PLACEMENT AND CAREER PROGRESSION UNDER THE MoU

- (a) The MoU between the 'Principal' and Champion Employer Organization confirms that the Champion Employer Organization is committed to train at least 5000 candidates in 2 years and place at least 40% in 'Captive Employment' or Affiliate Companies, in terms of DDU-GKY Guidelines.
- (b) Champion Employer commits to undertake skill training courses with a minimum duration of 6 months.
- (c) Champion Employer confirms that the starting pay (Cost to Company) for all placements, under the 'Champion Employer' program, shall be at least Rs. 8000/- per month.
- (d) Champion Employer commits to ensure that at least 50% of total placed candidates by it shall be able to draw a CTC of Rs. 15,000/- per month at the end of one year of placement.
- (e) The Champion Employer makes a commitment to accredit 50% of its trainers deployed in a DDU-GKY project in Year 1 of project implementation, and ensure that all its trainers in the project are accredited by end of Year 2 of the project.
- (f) The Champion Employer commits to assure availability of a clearly defined career progression pathway (up to the supervisory level) in 4 years to a candidate skilled under its DDU-GKY project.

IEC- CO-BRANDING UNDER THE MoU

- (g) Under the MoU the Champion Employer will create co-branded training centers. Such Skill Training Centers will be named as "**<Champion Employer -DDU-GKY Skills Academy>**".
- (h) The Champion Employer under this MoU shall undertake IEC (information, education and communication) campaigns which shall showcase the high quality and approach of training, training methodology, trainers, employment and career progression of candidates in its DDU-GKY project.
- (i) All "**<Champion Employer -DDU-GKY Skills Academy>**" trainees shall wear a unique Name Badge with the academy name and her/his level of certification (as per the career path) in their employment.
- (j) All "**<Champion Employer -DDU-GKY Skills Academy>**" will prepare co-branded training materials, Videos and PPTs.
- (k) "**<Champion Employer -DDU-GKY Skills Academy>**" will also conduct various activities such as quiz, participative competitions, field trips and other activities to sustaining and increase the Trainees involvement, improve awareness of the program and increase aspiration.

3. TERMS & CONDITIONS

- (a) The tenure of this MoU shall be for a period of **3** Years, commencing from **<start date>** and ending on **<end date>**.

(b) Either of the parties hereto shall be entitled at its sole discretion to terminate this MoU, forthwith by giving 30 days' notice to the other party, of its intention to terminate this MoU. Upon termination of the MoU all confidential information shall be returned to the respective owning party and each party shall not showcase, use, promote, represent, co-brand or communicate any such arrangements or agreements under this MoU.

4. COMMUNICATION & CONFIDENTIALITY

(a) All information disclosed by the Party to the other Party under this MoU and any related agreements and know-how and other confidential and proprietary information relating to the their Business (collectively "Confidential Information"), will be kept confidential by the Party receiving such information and will not be used by such Party other than in connection with this MoU and the related agreements, except with the expressed consent of the parties.

(b) All notices, requests or other communications under this MoU shall be in writing and issued by Speed post/email to the other party's address given above.

5. AMENDMENTS

(a) No amendment or change to any provision of this MoU, nor consent to any departure by any Party from such provision, shall be effective unless it is made in writing and duly executed by or on behalf of both the Parties.

(b) The Parties may by mutual consent in writing by way of Supplementary MoU, carry out desired amendments, modifications and changes in this MoU. The Supplementary MoU shall be Co-terminus and be treated as part of this MoU.

6. MISCELLANEOUS

(a) Nothing herein shall be taken to constitute a legal partnership between the Parties hereto, nor shall the Parties have the authority, by virtue of the execution and implementation of this MoU or otherwise, to bind or impose any obligations on the other Party in any other way other than explicitly set out herein.

(b) This MoU may be executed simultaneously in two counter parts, each of which shall be deemed an original, but both of which together shall constitute one and the same instrument.

(c) This MoU contains the entire understanding of the parties with respect to the subject matter contained herein and supersedes all prior understandings and undertakings, both oral and written, between the Parties with respect thereto.

(d) The Champion Employer is aware that the signing of this MoU does not automatically entitle him to project sanction, for which it shall have to duly apply and shall be considered by the competent authority.

IN WITNESS WHEREOF, the parties have hereunto set their respective hands to these presents on the day, month and year first above written.

Signed Sealed and Delivered by the
Within named **"PRINCIPAL"**
Represented by its Authorized Signatory

Signed Sealed and Delivered by the
Within named **"CHAMPION EMPLOYER"**
Represented by its Authorized Signatory,

Anil Subramaniam

<Name of Authorized Signatory>

In presence of:

In presence of:

1

1

2

2