



**R. C. PATEL
INSTITUTE OF TECHNOLOGY**
An Autonomous Institute

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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MoU") following the ACE (Academic Collaboration for Excellence) Program of **Zitics Private Limited**, is made on this **1st day of March, 2024** by and between **Zitics Private Limited**, hereinafter referred to as "**Zitics Private Limited**", having its Registered office at Pune-411045, Maharashtra, India

AND

R C Patel Institute of Technology located at Shirpur Dist-Dhule Maharashtra hereinafter referred to as "**THE COLLEGE**".

1. Introduction

About Zitics Private Limited

Zitics Private Limited is Zitics Private Limited is a technology data processing center, providing management information analysis, accounting development, and business information services. Supplying data to corporate entities, institutions, and individuals in India and abroad.

WHEREAS,

"**THE COLLEGE**" – R. C. Patel Institute of Technology was set up as a part of the self-powered plans of Shirpur Education Society in 2001 with the objective to erect a truly world class institute in the rural and tribal part where students from the vicinity would be benefited from the services that match global standards.



MEMORANDUM OF UNDERSTANDING

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2. Objectives of MoU

The main objective of this MoU is to brand Zitics Private Limited 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 Zitics Private Limited and "THE COLLEGE" thereby bridging the Academia and Industry skillsgap.

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 Zitics Private Limited 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, Zitics Private Limited 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 Zitics Private Limited SPOC for Program would be from L&D and TA team and Business sponsors from specific practices.
- 3.3 Both parties (Zitics Private Limited 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 Zitics Private Limited 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 Zitics Private Limited Business Sponsors can be a member on Board of Studies (BoS).
- 4.2 This BoS and DAC shall take all such inputs to the cluster level BoS of the institute and finalize the curriculum.
- 4.3 Participation in knowledge sharing
- 4.3.1 As per the ACE program, Zitics Private Limited 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 Zitics Private Limited.
- 4.3.2 Such lectures shall either be a part of the curriculum or a value-added knowledge for the students.
- 4.4 Faculty Development Program
- 4.4.1 Zitics Private Limited 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 Zitics Private Limited and "THE COLLEGE".



- 4.4.2 Zitics Private Limited and "THE COLLEGE" would mutually identify faculties based on the below selection criteria:
- 4.4.2.1 Technical faculty should have min 4 years of technical teaching experience in streams Computers/IT/E&TC.
- 4.4.2.2 Power Skills faculty should have excellent command on English and preferably should have taken soft skills or power skills sessions earlier.
- 4.4.2.3 Faculty should be a permanent employee of the college and should be minimum Asst. Professor grade or above.
- 4.4.2.4 Specialization/Certification of faculties in relevant field would be an added advantage.
- 4.4.3 The college faculties which are mutually identified by Zitics Private Limited and "THE COLLEGE" would be conducting trainings in 2 phases: -
- 4.4.3.1 Phase 1: Before we offer the candidates following training would be conducted by both parties: -
- 4.4.3.1.1 Methodology based training which would focus more on hands-on and problem-solving skills, as agreed by Zitics Private Limited and "THE COLLEGE" for interested 3rd year and final year candidates.
- 4.4.3.2 Phase 2: Post we offer the candidates but before they pass-out from college following training would be conducted by both parties: -
- 4.4.3.2.1 Business Unit specific training identified and agreed by Zitics Private Limited and "THE COLLEGE" for Offered final year candidates.
- 4.4.3.2.2 Timely feedbacks would be taken from the students and based on students' feedbacks and their assessment performance Zitics Private Limited would have the rights to propose change of faculty for any training.
- 4.5 Placement support from "THE COLLEGE"
- 4.5.1 This initiative aims at identification of the right young people who will join Zitics Private Limited in its quest for being practice leaders in the niche areas we are focused on.
- 4.5.2 Hence, Zitics Private Limited shall recruit competent and potential students of final year UG programs depending on their annual need and growth plan.
- 4.5.3 This activity shall be governed by the selection process as per Zitics Private Limited policy.



- 4.5.4 Zitics Private Limited is under no compulsion to guarantee Placements to the students of "THE COLLEGE".
- 4.6 Training Program for Offered candidates before they pass-out from College.
- 4.6.1 Zitics Private Limited and "THE COLLEGE" would conduct Training program for Offered final year candidates of the college before they pass-out.
- 4.6.2 In this training program following would be covered: -
- Technical training delivered by College faculties
 - Power skills training delivered by College faculties with support from Zitics Private Limited Power Skillsteam
 - Periodic SME Connects (Technical/Power Skills) by Zitics Private Limited
 - Periodic Assignments (Technical/Power Skills) by Zitics Private Limited
 - Periodic Assessments (Technical/Power Skills) by Zitics Private Limited
- 4.6.3 Offered Candidates who would undergo this training need to complete the assignments as per the timelines given.
- 4.6.4 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 Zitics Private Limited activities and help in branding Zitics Private Limited 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 Zitics Private Limited.
- 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 Zitics Private Limited and "THE COLLEGE".
- 5.1.5 To include any enhanced contents defined by Zitics Private Limited 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 Zitics Private Limited.
- 5.1.7 To ensure the identified and trained college faculties successfully deliver the required defined content by Zitics Private Limited 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 Zitics Private Limited are made mandatory for Zitics Private Limited Offered candidates.
- 5.2 Zitics Private Limited 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 Zitics Private Limited.
 - 5.2.5 To provide placement support to college students.
 - 5.2.6 For Zitics Private Limited 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 Zitics Private Limited and "THE COLLEGE"

- 6.1 This review would comprise of a reviewing committee defined by Zitics Private Limited 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 Zitics Private Limited 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 Zitics Private Limited, 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 Zitics Private Limited 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 Zitics Private Limited 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 Zitics Private Limited'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 Zitics Private Limited in getting Non-Disclosure Agreements signed by the students if such request is made by Zitics Private Limited.

9. **Miscellaneous**

9.1 This MoU under the ACE Program initiative of Zitics Private Limited, shall be valid for a period of 24 months from the date of signing by "THE COLLEGE" & Zitics Private Limited. 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, Zitics Private Limited 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 Zitics Private Limited, Pune

For Zitics Private Limited
Director

Sign: _____

Signing Authority Name

Mr. Nandan Malu

Signing Authority Designation

Director

Zitics Private Limited, Pune

Date: 01-03-2024

For "THE COLLEGE"

DIRECTOR
R. C. Patel Institute of Technology
Shirpur Dist. Dhule (MS)

Sign: _____

Signing Authority Name

Signing Authority Designation

R C Patel Institute of Technology, Shirpur

Date: 18-03-2024

Training & Placement Officer
R. C. Patel Institute of Technology
Shirpur, Dist: Dhule (MS)