

Ref: 044/RVIM/MBA/2022-2023

Date: 06-05-2022

The Hon. Secretary
RSS Trust, II Block, Jayanagar
Bangalore



Respected Sir,

Sub :- Proposal for Recruitment Services from INDIC Education

With regard to the above, we wish to put forward for your kind perusal, a proposal for using Recuritment Services from INDIC Education, Basavangudi, Bengaluru. They have partnered with RV Institute of Technology & Management, JP Nagar, Bengaluru & RV University as well. They have shared the agreement executed with RVITM. Our agreement is same as that of RVITM.

We have enclosed the approved copy of the agreement between RVITM & INDIC Education & also the proposed copy of the agreement with RVIM for your perusal.

For your kind approval. *Firm was referred by Hon. Jr. Secy Sir.*

Thanking you
Truly yours

Handwritten signature and date: 06.05.2022

(Dr. Purushottam Bung)
Professor and Director

Handwritten signature and date: 07/05



- Enclosed: 1. Approved RVITM & INDIC EDUCATION agreement
2. Proposed agreement with RVIM



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For records
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RVITM/R6ST/0/2022-23/05



RECRUITMENT SERVICES AGREEMENT

This Agreement ("Agreement") is made and executed on 8th April 2022 (DATE).

THIS RECRUITMENT SERVICES AGREEMENT, (hereinafter "Agreement"), is made and entered into by and between INDIC EDUCATION PRIVATE LIMITED, [CIN U74999KA2021PTC145511] a company incorporated under the Companies Act, 2013, having its registered office at No 41, Subhashri Pride, 2nd Floor, South End Road, Tata Silk Farm, Basavanagudi, Bengaluru, Karnataka 560004 through its authorized signatory and Director Salil Jose Ambat, (hereinafter called "The Company", where "The Company" is Indic Education private limited, which expression shall, unless repugnant to the context, be deemed to include its authorized representatives, permitted assigns and successors in interest) for the tenure of this agreement

And

RV Institute of Technology and Management, Chalthanya Layout, 8th Phase, J.P. Nagar, Bengaluru - 560076 (Hereinafter referred to as "The Client" which expression shall, unless repugnant to the context, be deemed to include its authorized representatives, permitted assigns and successors in interest) for the tenure of this agreement.

ARTICLE I

TERM AND CONDITIONS

The Effective Date of this Agreement shall be 8th April 2022 and this Agreement shall hence continue in full force and effect through 7th April 2023.

Either party may terminate this contract at any time, with or without cause, by giving the other party thirty (30) days written notice of intention to terminate the contract.

Candidate is defined as any individual who "The Company" shall screen and shortlist for The Client based on their prerequisites specified during the process referred in Article III (below)

"Permanent Placement" is defined herein as execution of an employment contract by The Client in favor of the chosen/selected Candidate and "The Client" to become an employer of the Candidate.

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Basavanagudi,
Bengaluru 560004.

Furthermore, Permanent Placement shall include the hiring by "The Client" of any candidate introduced to "The Client" under this Agreement within 1 Year of the sharing of information about the candidate by The Company

ARTICLE II

SERVICES

Indic Education will:

1. Conduct a consultation and evaluation with RV Institute of Management to determine the guidelines for the successful recruitment of suitable prospective faculty candidates trained in specialty or specialties for each faculty positions.
1. Client to provide a detailed job description
2. Provide candidate information to "The Client" in writing or through the assigned recruitment management technology platform.
3. Locate, interview, screen, verify references and licenses, and provide to "The Client" all necessary credentials for each candidate.
4. When requested by "The Client", act as a liaison between "The Client" and candidates to facilitate interviews, site visits, contract negotiations, and issuance of Offer letters on behalf of the Client, to the selected candidate
5. Invoice "The Client" monthly for all pre-approved expenses and The Permanent Placement Fee(s) as provided in Article IV of this Agreement.

ARTICLE III

"The Client" DUTIES

The Client will:

1. On receipt of complete candidate information from The Company, within 2 working days of receiving the information notify The Company if "The Client" has previously received information about the candidate from other sources, so that candidate will not be a candidate introduced to "The Client" by The Company, and so that candidate will not be covered by this Agreement.
2. The Client will provide us the details of the Job Description of the vacancies and other relevant details attached to it
3. The Client should inform "The Company" on an immediate basis of the closure of the vacancy/requirement.
4. Reimburse The Company for all pre-approved expenses incurred on behalf of The Client.
5. Pay The Company the Permanent Placement Fee upon selection of the candidate introduced by The Company as mentioned in Article IV

ARTICLE IV

FEES AND EXPENSES

Calculation of the Permanent Placement fee will be done as follows

The pay-out will be 8.33% on Annual Gross Salary, for all the positions

Complete Permanent Placement Fee shall be due and payable by "The Client" within 15 days of the candidate(s) joining.

Pre-approved expenses shall be due and payable by "The Client" on the immediate basis upon receipt of an invoice.

TAXES

Each party shall bear its own tax liability and have agreed to quote or provide its applicable Tax Registration number, as and when demanded by the other Party.

STATUTORY COMPLIANCES

The Parties shall, at his/their/its own cost and expenses, be bound to observe, perform, and comply with all the Acts, Rules and Regulations as may be applicable to the business of the respective Party in relation to this Agreement and the Services provided hereunder and obtain and keep valid and subsisting all required legal permissions, permits, licenses, registrations, and approvals etc.

ARTICLE V

REPLACEMENT SEARCH

The Company agrees to replace, at no additional cost to "The Client" other than pre-approved expenses, any candidate who does not report for work after the candidate's hiring by "The Client" or leaves the employment of "The Client" within Ninety (90) days of the date its employment commences practice with "The Client". No cost replacement is valid only once per position (mentioned in this agreement) during the tenure of this agreement.

ARTICLE VI

CONFIDENTIALITY

In the course of accomplishing a Permanent Placement of a candidate, both The Company and "The Client" will receive information, data, items and materials relating to each other's personnel, business plans, methods and techniques, financing, financial condition, customers, lists, accounts, pricing debts, assets, facilities and marketing, which both parties agree is Confidential Information.



The Company and "The Client" agree not to disclose the Confidential Information of the other party, to any third party, without express written consent, either during the term of this Agreement or for two years after its termination.

Confidential Information does not include information that is (a) generally known in the industry in which The Company and "The Client" compete; or (b) is readily ascertainable by lawful means.

ARTICLE VII

GENERAL PROVISIONS

Nothing in this Agreement is intended nor shall be construed to create an employer/employee relationship between the contracting parties.

The sole interest and responsibility of the parties is to ensure that the services covered by this Agreement shall be performed and rendered in a competent, efficient, and satisfactory manner.

If any term or provision of this Agreement is held to be invalid for any reason, the invalidity of that section shall not affect the validity of any other section of this Agreement provided that any invalid provisions are not material to the overall purpose and operation of this Agreement. The remaining provisions of this Agreement shall remain in full force and shall in no way be affected, impaired, or invalidated.

Neither party shall have the right to assign or transfer their rights to any third parties under this Agreement without prior written consent of the non-transferring party.

This Agreement may be amended in writing to include such provision(s) upon which the Parties may agree.

Any waiver of any provision of this contract must be in writing signed by the person against whom the waiver is asserted; the waiver of enforcement of any provision of this contract shall not constitute waiver of any other provision of this contract.

This Agreement shall be governed by and construed and enforced in accordance with and subject to the exclusive jurisdiction of the courts of law in Bengaluru, Karnataka only.

ARTICLE VIII

CONTRACT DISPUTE RESOLUTION

This Agreement shall be governed by and construed in accordance with the laws of India. In the event of any dispute or difference between the Parties hereto, whether arising during or after the completion of this Agreement or after the Determination thereof (whether for breach or for any other reason) in regard to any matter or thing of whatsoever nature arising out of this Agreement or in connection therewith, then either Party shall give to the other notice, in writing, of such dispute or difference and the same shall be settled by arbitration in Bengaluru, India in accordance with the

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Arbitration and Conciliation Act, 1996, or any statutory modification or substitution thereof. The Venue and Seat of Arbitration shall be Bengaluru, India. All disputes between the Party arising out of this Agreement shall be subject to the exclusive Jurisdiction of the Courts of law in Bengaluru only.

IN WITNESS WHEREOF, the undersigned parties do hereby bind themselves to the faithful performance of this contract.

Indic Education private limited

By:

Printed Name: Sali J Ambat

Title: CEO & Co-Founder

Date: 19th April 2022

RVITM

By:

Printed Name: Dr. Jayapal.R

Title: Principal

Date: 19th April 2022

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And

RV Institute of Management, CA 17, 36th Cross Rd, 4th T Block East, Jayanagara 9th Block, Jayanagar, Bengaluru - 560041 (Hereinafter referred to as "**The Client**" which expression shall, unless repugnant to the context, be deemed to include its authorized representatives, permitted assigns and successors in interest) for the tenure of this agreement.

ARTICLE I

TERM AND CONDITIONS

The Effective Date of this Agreement shall be 28th April 2022 and this Agreement shall hence continue in full force and effect through 27th April 2023.

Either party may terminate this contract at any time, with or without cause, by giving the other party thirty (30) days written notice of intention to terminate the contract.

Candidate is defined as any individual who "**The Company**" shall screen and shortlist for **The Client** based on their prerequisites specified during the process referred in Article III (below)

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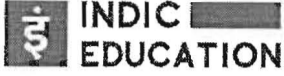
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IN WITNESS WHEREOF, the undersigned parties do hereby bind themselves to the faithful performance of this contract.

Indic Education private limited

By:

Printed Name: Sall J Ambat

Title: CEO & Co-Founder

Date: 28th April 2022

RV Institute Of Management

By:

Printed Name: Dr. Purushottam Bung

Title: Director

Date: 10th May2022

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