

TRAINING AND RECRUITMENT AGREEMENT

This Agreement is made on the 13th day of December, 2024, by and between:
Poornima Institute of Engineering and Technology, located at ISI-2, RIICO Institutional Area, Poornima Marg, Sitapura, Jaipur, Rajasthan 302022, represented by **Dr. Dinesh Goyal**, hereinafter referred to as the "**Poornima Institute of Engineering and Technology**",

AND

TechMatrix Consulting, located at Club 125, Tower B, 3rd Floor, Sector-125, Noida-201301, represented by **Mr. Madhu Mangal Kaushal**, hereinafter referred to as the "**TechMatrix Consulting**".

WHEREAS, the College is an educational institution offering various programs and courses;
WHEREAS, the Company is engaged in the business of **providing services on salesforce related project**;

WHEREAS, both parties desire to collaborate on providing training to students and facilitating recruitment opportunities;
NOW, THEREFORE, in consideration of the mutual promises and covenants set forth below, the parties agree as follows:

1. Purpose of Agreement

The purpose of this Agreement is to:

- Provide training opportunities for students enrolled in the College.
- Facilitate recruitment of eligible student's post training, if any, for the employment with the Company.

2. Responsibilities of the College

The College agrees to:

- Identify and recommend qualified students for participation in the training and recruitment program.
- Candidates should get proper training on soft skills.
- Provide necessary academic background information about students, including academic performance, attendance, and relevant certifications.
- Collaborate with the Company to schedule training sessions, workshops, or internships.
- Ensure that students understand the guidelines and expectations of the training and recruitment process.

3. Responsibilities of the Company

The Company agrees to:

- Provide structured training sessions, workshops, and internships to eligible students as per the training curriculum mutually agreed upon.
- Designate mentors or trainers to supervise students during the training process.

- Offer recruitment opportunities to students who successfully complete the training program and meet the company's recruitment criteria, if vacancy exist at the time of hiring.
- Provide periodic feedback to the College about the performance and areas for improvement of students during the training.

4. Selection and Placement of Students

- The College and the Company will jointly establish criteria for the selection of students for the internship program.

The process for selection into the internship will consist of the following stages:

- **Aptitude Test + Written Technical Test:** To assess both analytical and technical skills.
- **Face-to-Face Technical Interview:** To evaluate in-depth technical knowledge and problem-solving abilities.
- **HR Discussion:** To assess communication skills, cultural fit, and alignment with company values.
 - Candidates who achieve a score of **70% or above** across the evaluation and interview process will be offered an internship with the Company.

5. Offer of Employment

- Upon completion of the 4-month internship, an evaluation will be conducted. Students who score **70% or above** in this evaluation will be eligible for consideration for full-time roles.
- The Company propose to on-board at least **5 candidates (including all three colleges)** from the internship batch for full-time employment, subject to their performance post training as outlined above.
- The Company reserves the right to recruit or decline any student based on performance, interview, or any other selection processes.
- Students are required to complete the full internship period. If a student leaves the internship before the designated end date, they will be liable to pay ₹75,000 to the organization to cover incurred expenses such as company resources, infrastructure, and other related costs.
- Additionally, if a selected student chooses not to join the company upon successful completion of the internship, they will also be responsible for paying ₹75,000 for the same reasons.

6. Duration and Schedule

- The duration of the internship program will be 4 months, starting from (to be decided on the basis of semester exams).
- Specific schedules, hours of training, and job interview sessions will be coordinated between the Company and the College.

7. Confidentiality

Both parties agree to maintain confidentiality of any proprietary information, student details, or business processes learned during the course of this Agreement.

8. Termination

Either party may terminate this Agreement by providing a 30-day written notice to the other party. Upon termination, both parties agree to fulfil any ongoing obligations for the benefit of students currently undergoing training.

9. Indemnification

Each party shall indemnify and hold harmless the other party from any and all claims, damages, or liabilities arising from the negligence or willful misconduct of its own employees, agents, or students.

10. Miscellaneous

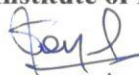
- **Governing Law:** This Agreement shall be governed by and construed in accordance with the laws of Noida (Uttar Pradesh).
- **Amendments:** Any amendments to this Agreement must be made in writing and signed by both parties.
- **Entire Agreement:** This Agreement constitutes the entire agreement between the parties and supersedes all previous agreements or understandings, whether oral or written.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

College: Poornima Institute of Engineering and Technology

Dr. Dinesh Goyal

Principal



Date: 13.12.2024

Company: TechMatrix Consulting

Madhu Mangal Kaushal

HR Director



Date: 13.12.2024

