

INVERTIS

UNIVERSITY BAREILLY
BUILDING VIBRANT PERSONALITIES



Criterion 6.5.3
Consultancy Policy



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Bareilly, U.P.-243123

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info@invertis.org
www.invertisuniversity.ac.in

MEMORANDUM OF UNDERSTANDING (MoU)

BETWEEN

Invertis University Bareilly

&

Khandelwal Edible Oils Limited, Bareilly

FOR

SKILL DEVELOPMENT, OJT, PLACEMENT, R&D SERVICES

Santosh

Registrar
Invertis University
Bareilly

MEMORANDUM OF UNDERSTANDING (MoU)

BETWEEN

Invertis University Bareilly

&

B L Agro Industries Limited, Bareilly

FOR

SKILL DEVELOPMENT, R&D SERVICES, OJT, PLACEMENT

Santosh
Registrar
Invertis University
Bareilly

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter called as the 'MOU') is entered into on 20th January, 2016, by and between Invertis University, Bareilly, as first party represented herein by its registrar, Mr Santosh Kumar and B L Agro Industries Limited, Bareilly as second party, and represented herein by its... General Manager - HR... Mr. Ajay Bhat

WHEREAS:

- A) First Party is a Higher Educational Institution named: Invertis University, Bareilly
- B) First Party & Second Party believe that collaboration and co-operation between themselves will promote more effective use of each of their resources, and provide each of them with enhanced opportunities.
- C) The Parties intent to cooperate and focus their efforts on cooperation within area of Skill Based Training, Education and Research.
- D) Both Parties, being legal entities in themselves desire to sign this MOU for advancing their mutual interests.
- E) B L Agro Industries Limited, Bareilly, the Second Party is engaged in Business, Manufacturing, Skill Development, Education and R&D Services in the fields of *edible oil manufacturing and trading*.
- F) B L Agro Industries Limited, Bareilly, the Second Party is promoted by Mr. Ghanshyam Khandelwal, M.D. Address of the Company B-31, Road no-2, Parsakhera
Bareilly - 243502

Santosh

Santosh
Registrar
Invertis University
Bareilly

NOW THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH IN THIS MOU, THE PARTIES HERE TO AGREE AS FOLLOWS:

CLAUSE 1: COOPERATION

- 1.1 Both Parties are united by common interests and objectives, and they shall establish channels of communication and co-operation that will promote and advance their respective operations within the **Institution** and its related wings. The Parties shall keep each other informed of potential opportunities and shall share all information that may be relevant to secure additional opportunities for one another.
- 1.2 First Party and Second Party co-operation will facilitate effective utilization of the intellectual capabilities of the faculty of First Party providing significant inputs to them in developing suitable teaching / training systems, keeping in mind the needs of the industry, the Second Party.
- 1.3 The general terms of co-operation shall be governed by this MOU. The Parties shall cooperate with each other and shall, as promptly as is reasonably practical, enter into all relevant agreements, deeds and documents (the 'Definitive Documents') as may be required to give effect to the actions contemplated in terms of this MOU. The term of Definitive Documents shall be mutually decided between the Parties. Along with the Definitive Documents, this MOU shall represent the entire understanding as to the subject matter hereof and shall supersede any prior understanding between the Parties on the subject matter hereof.

CLAUSE 2: SCOPE OF THE MoU

- 2.1 The budding graduates from the institutions could play a key role in technological up-gradation, innovation and competitiveness of an industry. Both parties believe that close co-operation between the two would be of major benefit to the student community to enhance their skills and knowledge.
- 2.2 **Curriculum Design:** Second Party will give valuable inputs to the First Party in teaching / training methodology and suitably customize the curriculum so that the students fit into the industrial scenario meaningfully.

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Invertis University
Bareilly

- 2.3 **Industrial Training & Visits:** Industry and Institution interaction will give an insight in to the latest developments / requirements of the industries; the Second Party to permit the Faculty and Students of the First Party to visit its group companies and also involve in Industrial Training Programs for the First Party. The industrial training and exposure provided to students and faculty through this association will build confidence and prepare the students to have a smooth transition from academic to working career. The Second Party will provide its Labs / Workshops / Industrial Sites for the hands-on training of the learners enrolled with the First Party.
- 2.4 **Training and Development:** Both Parties have agreed to carry out the joint research activities in the fields of biotechnology, food technology, management Skills and technical know how
- 2.5 **Skill Development Programs:** First Party to train the employees of second Party on the emerging technologies and managerial skills in order to bridge the skill gap and make them more productive
- 2.6 **Guest Lectures:** Second Party to extend the necessary support to deliver guest lectures to the students of the First Party on the technology trends and in house requirements.
- 2.7 **OJT, Internship and Placement of Students:** Second Party will actively engage to help the delivery of the training and placement of students of the First Party into internships/jobs; and will facilitate placements

CLAUSE 3: INTELLECTUAL PROPERTY

- 3.1 Nothing contained in this MOU shall, by express grant, implication, Estoppel or otherwise, create in either Party any right, title, interest, or license in or to the intellectual property (including but not limited to know-how, inventions, patents, copy rights and designs) of the other Party.

CLAUSE 4: VALIDITY

- 4.1 This Agreement will be valid until it is expressly terminated by either Party on mutually agreed terms, after termination of this Agreement by way of communication, correspondence etc., shall not be construed as an extension of this MOU
- 4.2 Both Parties may terminate this MOU upon 30 calendar days' notice in writing. In the event of Termination, both parties have to discharge their obligations

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Registrar
Invertis University
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INVERTIS UNIVERSITY, BAREILLY

CONSULTANCY:

1. Introduction:

Consultancy is well recognized that it is an effective way for Universities to disseminate knowledge and make an early and direct impact on society. However, the balance between consultancy and the traditional roles of the academic staff needs to be managed and the interests of the University must be protected. This Policy provides provisions for conducting consultancy to ensure that consultancies undertaken by staff are consistent with the University's strategic and operational objectives and the costs are sustainable.

IU is committed to making its expertise available through service to industry, commerce, government, professions, arts and other educational and research organizations.

2. THE POLICY

All Research and Non-research consultancies as described here and are governed by the following guiding principles:

- (a) There should be demonstrable benefit to the IU from the consultancy through income, enhanced reputation, and/or expanding the expertise of the staff member.
- (b) The Consultancy must not be in conflict with University policies including those governing employment; such as the Code of Conduct Policy.
- (c) The Consultancy must not be in conflict with the functions, objectives or interests of the University or damage the University's reputation.
- (d) At a minimum, the salary and on-cost charges set by the University must be applied to all project budgets. All Consultancies are required to include overheads.
- (e) Staff members shall not undertake external research activities where no formal agreement has been authorised by the University unless they are on leave without pay, approved by the Dean concerned. Such faculty may not use their IU affiliation or academic title when providing research services that are not approved by the University.

2.1. University Research Consultancy

A Research Consultancy exists where an academic staff member provides research skills or expertise in return for remuneration from an external funder. A Research Consultancy may be the outcome of a tender or an individual negotiation.

2.2. University Non-research Consultancy

Non-research Consultancies include non-research activities performed under contract for a third party. Non-research Consultancy would include the provision of professional services to external agencies for a fee. This would include, but not be limited to, routine laboratory and other testing of materials, devices or products, analysis of data such as market surveys, opinion surveys etc., The provision of professional services such as designing, legal and

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Invertis University
Bareilly

medical advice undertaken by members of faculty and staff.

2.3. Private Consultancy

In Principle a faculty or staff member is not supposed to undertake a Private Consultancy unless it is approved by URDC and the Registrar. However, the faculty or staff conducting private consultancy shall ensure that such work does not affect their allocated duties, obligations to the university. None of the benefits set out for University Consultancy are available to faculty and staff undertaking a Private Consultancy. It is the responsibility of the staff member undertaking a Private Consultancy to make clear to the person or body for which the Private Consultancy is undertaken that it is the staff member and not the University who is carrying out the work, and that the University has no responsibility or liability what so ever in the matter. A staff member conducting a Private Consultancy must ensure that the following criteria are met:

- a. The carrying out of tasks associated with the Private Consultancy will be accomplished without unduly affecting the duties of the position.
- b. The use of University trademarks such as letterheads, brands etc. or University intellectual property is strictly prohibited in Private Consultancies;
- c. No University facility (including library resources, power, space, equipment, consumables and telephone facilities) will be used to fulfil the requirements of the Private Consultancy.
- d. The Private Consultancy is not within an area in which the University might be contracting to provide a service on a commercial basis, possibly utilising the skills of the staff member involved;
- e. IU is not bound by any agreement (written or otherwise) relating to the Private Consultancy;
- f. The staff member agrees to indemnify IU and its representatives from and against all actions, claims, loss, damage, costs, charges, liabilities and demands arising directly or indirectly from or in respect of the Private Consultancy activity; and
- g. The staff member declares any real or potential conflict of interest to their manager.

3. STAFF ENTITLEMENTS

The University allows staff to engage in Research, Non-research and/or Private Consultancies provided they do not interfere with the discharge their duties. Consultancies shall be undertaken only with the approval of the URDC. No limit is placed on earnings. However there is a limit on the time spent on Consultancy.

3.1. Academic Staff may spend one day per week on approved Consultancies, with a maximum of 48 days per year. Variations to this time commitment require the approval by the RMC head; Dean concerned. A lesser time commitment may be approved when the proposed Consultancy interferes with the discharge of responsibilities.

3.2. Deans must obtain written permission from the Vice-Chancellor to undertake Consultancies.

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Bareilly

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3.3. Benefits of University Consultancy: The University provides the following benefits to staff undertaking University Research or Non-research Consultancies:

- a) Protection under the University's professional indemnity and public liability insurances, subject to the terms, conditions and exclusions within those policies.
- b) The faculty or staff member will be protected under the terms of the current Insurance Policy held by the University in the event of a claim against the faculty or staff member undertaking the Consultancy or Grant (provided that the claim is not as a result of fraudulent, dishonest, criminal, wilful or malicious acts by the staff member).
- c) Access to the University's financial management processes to support and enable invoices to external organisations for funding and expenditure of project costs.
- d) Access to the University's resources such as technical and administration staff equipment and telecommunications, subject to approval by the Faculty or Office.
- e) Entitlements to use the University's name and reputation, providing it is not brought into disrepute.
- f) Ability to make reference to their University position and title in connection with the work.

The University does not extend these benefits to Private Consultancies. Any Consultancy conducted by a faculty or staff member that accesses any of these benefits in the course of undertaking the work will be regarded as a Research or Non-research Consultancy and subject to the conditions of this Policy.

3.4. All Consultancies are required to include overheads.

3.5 the revenue generated from the consultancy project is shared by the member and the university in a 70:30 ratio after deducting the overheads and all other expenses met by the university.

3.6 If more than one member take up the consultancy project the 70% amount shall be shared equally.

4. APPROVAL

All University approved Consultancies are required to be approved and managed in accordance with this Policy, associated documents, and other University policies. Applications to conduct Consultancy are required to be approved through.

4.1. Exemptions and Variations

Exemptions to the above and variations to the standard overhead charge must be determined at the time of application, explicitly noted on the Research Funding/Consultancy Application coversheet, and approved by the relevant University Officer.

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Registrar
Inverclyde University

4.2. Transfers in from Other Institutions

In cases where a Research or Non-research Consultancy or grant is transferred to the University from another research organisation, the overhead will not be taken from the funds where the awarded budget did not include an overhead component. In cases, where a grant is being transferred to IU from another research organisation and overheads are permissible in accordance with the funding schedule, the agreed overheads awarded will be withheld by the University.

5. CONFLICT OF INTEREST

Engagement in consultancies must not create a conflict of interest, perceived or actual. Any conflict of interest, actual or perceived must be reported to the relevant University Officer for resolution. A conflict of interest may arise where an employee engages in consultancies at the expense of the University's interests or the interests of other employees or students. An example of a potential conflict of interest includes, but is not limited to:

- a) financial or non-financial interests;
- b) teaching or course work for another institution;
- c) work performed for a supplier of goods or services to the University; or
- d) work undertaken with an organisation to which the University supplies goods or services.

5.1. Consultancies with Other Tertiary Institutions

Full-time members of the University staff should not accept regular Consultancies with other institutions without first obtaining the permission of the RMC Dean or URDC Chairman.

6. INTELLECTUAL PROPERTY

Any intellectual property arising from any Research and Non-research Consultancies will be governed by the Intellectual Property Policy.

VI. INNOVATIONS, INCUBATIONS, ENTREPRENEUR DEVELOPMENT, PATENTS, IPRS AND COPY RIGHTS:

- a) The university shall create an innovation culture by organising various kinds of programs such as ideation programs, collection of innovations from research undertaken in respect of academic, extension, extramural and outreach.
- b) Every major invention achieved out of conducting research shall be innovated and the same shall be incubated in the incubation centre which will be augmented from time to time.
- c) Students shall be allowed to select an incubated product and use the same to be developed in large scale through separately established start-up. All the training required for the students to become entrepreneurs shall be imparted
- d) The University shall incorporate an incubation centre that has all the facilities for incubating the innovations.
- e) Every innovation shall lead to filing a Patent

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- f) The university shall provide support required for filing the patents and also for completing the ground work required to get the patents registered and licensed.
- g) The university shall provide required support to the faculty for filing IPRs and copyrights when it has been proved by the faculty that such a filing is necessary to protect the value of the research done.

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MINUTES OF MEETING

This meeting was called on date 14.02.2012 by Honorable Vice-chancellor to discussed and finalized research policy for Invertis University.

Board constitution of the meeting is as follows:

S.No.	Board	Position (Designation)
1.	Prof. S. G. Bhatt	Chairman (Vice-chancellor)
2.	Prof. Bhagwati Prasad	Member (Academic Advisor)
3.	Dr. Y. D. S. Arya	Member (Pro VC)
4.	Mr. Arpan Khastgir	Member (Director)
5.	Dr. P. P. Singh	Member (Dean)
6.	Dr. Manish Gupta	Member (Associate Professor)
7.	Dr. R. K Shukla	Member (Associate Professor)

Members discussed research policy and finalized policy which will be effective from session 2012-13. The following points were concluded in the meeting.

The University will form University Research Degree Committee (URDC) that facilitates and monitors research activities. R&D activities will be divided into five categories:

- I. Academic Research
- II. Sponsored Research
- III. Extension and Extramural
- IV. Excellence Centre
- V. Doctoral Research Policy

I. ACADEMIC RESEARCH PROMOTION

- Each research area will be monitored by Research Monitoring Committee (RMC) headed by a Dean who reports the progress and prospects to Chairman, URDC (Vice Chancellor). The URDC takes all strategic decisions, corrective actions, preparing, updating policies as per the UGC norms.
- Faculty of each department shall conduct research in focused areas of research identified by central government in addition to research areas preferred by the faculty.
- Faculty publication in either WEB of science or SCOPUS indexed journals are appreciated with appropriate incentives (Annexure attached)
- As per the UGC approved API norms the university fixed the number of articles to be published by faculty of different cadres.
- Term papers of UG and PG projects shall be research focused. Every project shall lead to at least one research publication in a journal indexed in SCOPUS or WEB of SCIENCE.
- Faculties are given the option to pursue research work leading to a PhD degree in reputed institutions.

II. SPONSORED AND INTERNAL RESEARCH RELATED POLICIES:

- Every doctorate shall apply for a minimum of one government funded project and internal project. The required seed money for internal projects is provided by the University after approval of RMC.
- IU shall provide the basic infrastructure required to conduct either internal funded or

Santosh Registrar
Invertis University
Bareilly

external funded research.

- The faculty of all the departments of the IU shall tie-up with industries and corporate bodies to undertake funded research in emerging areas and industry relevant areas.
- All innovative projects of faculty are earmarked for filing patents on successful completion, suitable recognition and remuneration is given to those faculties with patents.
- Norms are fixed to pay expenses towards procurement of equipment to those faculties working on funded projects.
- Meritorious research work by faculty is awarded with monetary incentives. (Annexure I)
- All research conducted shall be covered by IPR and copyright protected.

III. EXTENSION AND EXTRAMURAL RESEARCH AND ACTIVITIES

- Eminent and enterprising professionals from the industry are invited to take up joint resource projects with the IU faculty.
- The faculties of the IU are encouraged to select society specific problems and conduct research and provide feasible solutions. Such research topics could include problems related to chronic diseases, women and child welfare and protection and health care etc.,
- The University shall organize educational programs relevant to a community, society outside IU.
- The university faculty shall visit at least one village in the neighborhood, investigate the problems, find solutions and implement the same using technology expertise.
- Students are encouraged to participate in the extension and outreach programs organized by the University.
- The IU faculties are permitted to act as resource persons in the events such as workshops and conferences conducted outside IU premises.
- IU encourages its senior faculty to train industry personnel.
- The IU faculty are permitted to work in other educational institutions as part of faculty exchange programme as per signed MoU.

IV. EXCELLENCY CENTRES:

The committee recommends the establishment of Centers of Excellence within the university.

The Centers at IU are as follows:

- a. Centre for management communication
- b. Centre for capital market and risk management
- c. Centre for Software and Information Technology
- d. Centre for Supply chain management
- e. Centre for teaching and learning
- f. Centre for instrument facilities for research
- g. Centre for realistic exposure in law

V. Doctoral Research Policy

Committee discuss and frame the Doctoral i.e. Ph.D. research policy in detail like types of research, eligibility of students as well as guide, award of degree, examination, cancellation policy etc and approve the same. This Doctoral Research Policy is entitled as Ph.D. ordinance.

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Registrar
Invertis University
Bareilly

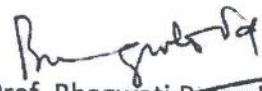
VI. Consultancy Policy:


IU is committed to making its expertise available through service to industry, commerce, government, professions, arts and other educational and research organizations. All Research and Non-research consultancies will be governed by the guiding principles.


VII. INNOVATIONS, INCUBATIONS, ENTREPRENEUR DEVELOPMENT, PATENTS, IPRS AND COPY RIGHTS:


The committee recommends creating an innovation culture by organizing various kinds of programs such as ideation programs, collection of innovations from research undertaken in respect of academic, extension, extramural and outreaching.


Prof. S. G. Bhatt (Chairman)



Prof. Bhagwati Prasad
(Member)


Dr. Y. D. S. Arya
(Member)


Mr. Arpan Khastgir
(Member)


Dr. P. P. Singh
(Member)


Dr. Manish Gupta
(Member)


Dr. R. K. Shukla
(Member)

Policy should upload on our institutional website.


(Col. Narendra Singh)
Registrar


Santosh
Registrar
Invertis University
Bareilly

CLAUSE 5: RELATIONSHIP BETWEEN THE PARTIES

5.1 It is expressly agreed that **Invertis University, Bareilly** and **B L Agro Industries Limited, Bareilly** are acting under this MOU as independent contractors, and the relationship established under this MOU shall not be construed as a partnership. Neither Party is authorized to use the other Party's name in any way, to make any representations or create any obligation or liability, expressed or implied, on behalf of the other Party, without the prior written consent of the other Party. Neither Party shall have, nor represent itself as having, any authority under the terms of this MOU to make agreements of any kind in the name of or binding upon the other Party, to pledge the other Party's credit, or to extend credit on behalf of the other Party.

Any divergence or difference derived from the interpretation or application of the MoU shall be resolved by arbitration between the parties as per the Arbitration Act, 1996. The place of the arbitration shall be at District Head Quarters of the First Party. This undertaking is to be construed in accordance with Indian Law with exclusive jurisdiction in the Courts of Bareilly.

AGREED:

First Party
For Invertis University, Bareilly

Santosh
Registrar
Invertis University
Bareilly

[Signature]
General Manager-HR
B. L. Agro Industries Ltd.
Road No.-2, Parsakhera Industrial Area
Second Party Bareilly (U.P.)
For B L Agro Industries Limited, Bareilly

Authorized Signatory with Seal

Authorized Signatory with Seal

Name of Institution	Invertis University, Bareilly	Name of Company	B.L. Agro Industries Ltd
Address	Bareilly - Lucknow NH-240 Near Transport Nagar, Bareilly	Address	B-31, Road no-2 Parsakhera
Contact Details	9690017906	Contact Details	8937001241
E-mails	registrar@invertis.org	E-mails	gmhra@blagro.org
Web	invertisuniversity.ac.in	Web	https://blagro.org

Witness-1

[Signature]

Witness-3

[Signature]

Santosh

Registrar
Invertis University
Bareilly

Witness-2

[Signature]
Witness-2

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter called as the 'MOU') is entered into on 17 May, 2018, by and between Invertis University, Bareilly, as first party represented herein by its registrar, Mr Santosh Kumar and Khandelwal Edible oils Limited, Bareilly as second party, and represented herein by its Vijay Goswami (General Manager)

WHEREAS:

- A) First Party is a Higher Educational Institution named: Invertis University, Bareilly
- B) First Party & Second Party believe that collaboration and co-operation between themselves will promote more effective use of each of their resources, and provide each of them with enhanced opportunities.
- C) The Parties intent to cooperate and focus their efforts on cooperation within area of Skill Based Training, Education and Research
- D) Both Parties, being legal entities in themselves desire to sign this MOU for advancing their mutual interests.
- E) Khandelwal Edible Oils Limited, Bareilly, the Second Party is engaged in *manufacturing and trading of edible oil.*
- F) Khandelwal Edible Oils Limited, Bareilly, the Second Party is promoted by Mr. Dilip Khandelwal Address of the Company.....

Khandelwal Edible Oils Ltd.
Gausganj Sarai, Teh.-Faridpur NH-24
Bareilly Shahjahanpur Road,
Bareilly-243503 (U.P.)

Santosh

Vijay Goswami

Santosh
Registrar
Invertis University
Bareilly

NOW THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH IN THIS MOU, THE PARTIES HERE TO AGREE AS FOLLOWS:

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- 2.1 The budding graduates from the institutions could play a key role in technological up-gradation, innovation and competitiveness of an industry. Both parties believe that close co-operation between the two would be of major benefit to the student community to enhance their skills and knowledge.
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Santosh

Santosh
Registrar
Invertis University
Bareilly

Vijay Gaurav

CLAUSE 5: RELATIONSHIP BETWEEN THE PARTIES

5.1 It is expressly agreed that **Invertis University, Bareilly** and **Ramaa Shyama Papers Pvt. Ltd., Bareilly** are acting under this MOU as independent contractors, and the relationship established under this MOU shall not be construed as a partnership. Neither Party is authorized to use the other Party's name in any way, to make any representations or create any obligation or liability, expressed or implied, on behalf of the other Party, without the prior written consent of the other Party. Neither Party shall have, nor represent itself as having, any authority under the terms of this MOU to make agreements of any kind in the name of or binding upon the other Party, to pledge the other Party's credit, or to extend credit on behalf of the other Party.

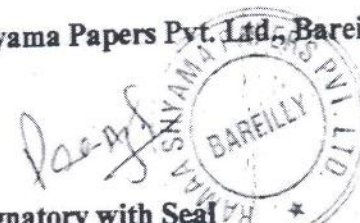
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AGREED:

First Party
For **Invertis University, Bareilly**

Santosh
Registrar
Invertis University
Bareilly
Authorized Signatory with Seal

Second Party
For **Ramaa Shyama Papers Pvt. Ltd., Bareilly**

Ramaa
Authorized Signatory with Seal


Name of Institution: Invertis University	Name of Company : Ramaa Shyama Papers Pvt. Ltd.
Address: Lucknow-Bareilly NH-24, Near Transport Nagar, Bareilly	Address : Rajau Paraspur,12-13 Km, Faridpur Road, Bareilly (U.P)-243123
Contact Details : 9690017906	Contact Details : 9219400391, 9219400371
E-mails : registrar@invertis.org	E-mails : ramaashyama@gmail.com
Web : www.invertisuniversity.ac.in	Web : www.ramaashyamapapers.com

Witness-1 *[Signature]*

Santosh
Registrar
Invertis University
Bareilly

Witness-2 *[Signature]*

Witness-3 *[Signature]*

Witness-4 *[Signature]*

- 2.3 **Industrial Training & Visits:** Industry and Institution interaction will give an insight in to the latest developments / requirements of the industries; the Second Party to permit the Faculty and Students of the First Party to visit its group companies and also involve in Industrial Training Programs for the First Party. The industrial training and exposure provided to students and faculty through this association will build confidence and prepare the students to have a smooth transition from academic to working career. The Second Party will provide its Labs / Workshops / Industrial Sites for the hands-on training of the learners enrolled with the First Party.
- 2.4 **Training and Development:** Both Parties have agreed to carry out the joint research activities in the fields of engineering, management skills and technical knowhow.
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- 2.6 **Guest Lectures:** Second Party to extend the necessary support to deliver guest lectures to the students of the First Party on the technology trends and in house requirements.
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Prakash

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- 2.5 **Skill Development Programs:** First Party to train the employees of second Party on the emerging technologies and managerial skills in order to bridge the skill gap and make them more productive
- 2.6 **Guest Lectures:** Second Party to extend the necessary support to deliver guest lectures to the students of the First Party on the technology trends and in house requirements.
- 2.7 **OJT, Internship and Placement of Students:** Second Party will actively engage to help the delivery of the training and placement of students of the First Party into internships/jobs; and will facilitate placements

CLAUSE 3: INTELLECTUAL PROPERTY

- 3.1 Nothing contained in this MOU shall, by express grant, implication, Estoppel or otherwise, create in either Party any right, title, interest, or license in or to the intellectual property (including but not limited to know-how, inventions, patents, copy rights and designs) of the other Party.

CLAUSE 4: VALIDITY

- 4.1 This Agreement will be valid until it is expressly terminated by either Party on mutually agreed terms, after termination of this Agreement by way of communication, correspondence etc., shall not be construed as an extension of this MOU
- 4.2 Both Parties may terminate this MOU upon 30 calendar days' notice in writing. In the event of Termination, both parties have to discharge their obligations

Santosh

Vijay Goswami

Santosh
Registrar
Invertis University
Bareilly

CLAUSE 5: RELATIONSHIP BETWEEN THE PARTIES

5.1 It is expressly agreed that **Invertis University, Bareilly** and **Khandelwal Edible Oils Limited, Bareilly** are acting under this MOU as independent contractors, and the relationship established under this MOU shall not be construed as a partnership. Neither Party is authorized to use the other Party's name in any way, to make any representations or create any obligation or liability, expressed or implied, on behalf of the other Party, without the prior written consent of the other Party. Neither Party shall have, nor represent itself as having, any authority under the terms of this MOU to make agreements of any kind in the name of or binding upon the other Party, to pledge the other Party's credit, or to extend credit on behalf of the other Party.

Any divergence or difference derived from the interpretation or application of the MoU shall be resolved by arbitration between the parties as per the Arbitration Act, 1996. The place of the arbitration shall be at District Head Quarters of the First Party. This undertaking is to be construed in accordance with Indian Law with exclusive jurisdiction in the Courts of Bareilly.


AGREED:

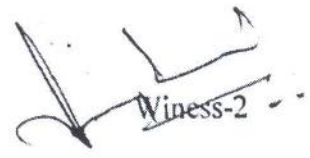
Santosh
 Registrar
 Invertis University
 Bareilly
 First Party
 For Invertis University, Bareilly
 Authorized Signatory with Seal


For Khandelwal Edible Oils Ltd.
Vijay Goswami
 General Manager

Second Party
 For Khandelwal Edible Oils Limited, Bareilly
 Authorized Signatory with Seal

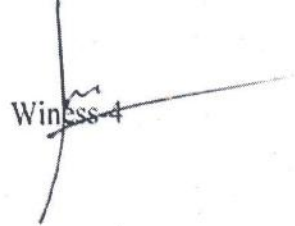
Name of Institution	<i>Invertis University</i>	Name of Company	Khandelwal Edible Oils Ltd.
Address	<i>Bareilly Lucknow -NH-24 Near Transport Nagar, Bly</i>	Address	Gausganj Sarai, Teh.-Faridpur NH-24 Bareilly Shahjahanpur Road Bareilly-243503 (U.P.)
Contact Details	<i>9690017906</i>	Contact Details	
E-mails	<i>registrar@invertis.org</i>	E-mails	<i>enquiry@keo.co.in</i>
Web	<i>www.invertisuniversity.ac.in</i>	Web	<i>www.keo.co.in</i>

Witness-1


Witness-2


Witness-3


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 Bareilly

Witness-4


MEMORANDUM OF UNDERSTANDING (MoU)

BETWEEN

Invertis University Bareilly

&

Ramaa Shyama Papers Pvt. Ltd., Bareilly

FOR

SKILL DEVELOPMENT, OJT, PLACEMENT

Santosh

Registrar
Invertis University
Bareilly

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter called as the MOU) is entered into on 1st January, 2016, by and between, Invertis University, Bareilly, as first party represented herein by its registrar Mr. Samir Khatun and Ramaa Shyama Papers Pvt. Ltd. Bareilly as second party and represented herein by its Paawan Agarwal (Director)

WHEREAS

- A) First Party is a Higher Educational Institution named Invertis University, Bareilly
- B) First Party & Second Party believe that collaboration and co-operation between themselves will promote more effective use of each of their resources, and provide each of them with enhanced opportunities
- C) The Parties intend to cooperate and focus their efforts on cooperation within area of Skill Based Training, Education and Research
- D) Both Parties, being legal entities in themselves desire to sign this MOU for advancing their mutual interests
- E) Ramaa Shyama Papers Pvt. Ltd., Bareilly, the Second Party is engaged in Manufacturing and trading of recycled fiber based kraft paper
- F) Ramaa Shyama Paper Pvt. Ltd. Bareilly, the Second Party is promoted by Paawan Agarwal Address of the Company Rajau Paraspur, 12-13 Km, Faridpur Road, Bareilly (U.P) 243123

Samir Khatun

Registrar
Invertis University
Bareilly

Paawan

NOW THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH IN THIS MOU, THE PARTIES HERE TO AGREE AS FOLLOWS:

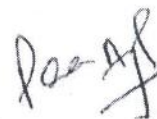
CLAUSE 1: COOPERATION

- 1.1 Both Parties are united by common interests and objectives, and they shall establish channels of communication and co-operation that will promote and advance their respective operations within the **Institution** and its related wings. The Parties shall keep each other informed of potential opportunities and shall share all information that may be relevant to secure additional opportunities for one another.
- 1.2 First Party and Second Party co-operation will facilitate effective utilization of the intellectual capabilities of the faculty of First Party providing significant inputs to them in developing suitable skills, keeping in mind the needs of the industry, the Second Party.
- 1.3 The general terms of co-operation shall be governed by this MOU. The Parties shall cooperate with each other and shall, as promptly as is reasonably practical, enter into all relevant agreements, deeds and documents (the 'Definitive Documents') as may be required to give effect to the actions contemplated in terms of this MOU. The term of Definitive Documents shall be mutually decided between the Parties. Along with the Definitive Documents, this MOU shall represent the entire understanding as to the subject matter hereof and shall supersede any prior understanding between the Parties on the subject matter hereof.

CLAUSE 2: SCOPE OF THE MoU

- 2.1 The budding graduates from the institutions could play a key role in technological up-gradation, innovation and competitiveness of an industry. Both parties believe that close co-operation between the two would be of major benefit to the student community to enhance their skills and knowledge.
- 2.2 **Curriculum Design:** Second Party will give valuable inputs to the First Party in teaching / training methodology and suitably customize the curriculum so that the students fit into the industrial scenario meaningfully.


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3.5.2 Revenue generated from consultancy and corporate training during the last five years (INR in Lakhs)

Names of the consultants	Name of consultancy project	Consulting/Sponsoring agency with contact details	Revenue generated (amount in rupees)	Total revenue generated in rupees	Details of Corporate training provided (Title of the training, corporates for which training has been provided, number of participants.	Year
Dr. Manish Gupta (Project in-charge), Dr. Saileshwar Ghosh, Dr. Arvind Shukla	GENERAL MANAGEMENT	BRINDAVAN BEVERAGES PVT. LTD. BAREILLY	50000	50000	Separate Enclosure attached	2018-19
Dr. Manish Gupta (Project in-charge), Dr. Saileshwar Ghosh	SUCCESSFULLY NEGATING THE IMPACT OF STRESS TO LEAD A MEANINGFUL LIFE	KHANDELWAL EDIBLE OILS PVT. LTD.	100000	100000	Separate Enclosure attached	2017-18
Dr. Manish Gupta (Project in-charge), Dr. Saileshwar Ghosh, Dr. Arvind Shukla	GENERAL MANAGEMENT – MYTHS AND REALITIES	B.L AGRO OILS PVT. LTD.	200000	200000	Separate Enclosure attached	2015-16
Dr. Manish Gupta	ESSENTIALS OF MARKETING FOR PAPER AND PULP INDUSTRY	RAMA SHYAMA PAPERS MILLS.	10000	10000	Separate Enclosure attached	2015-16
Dr. Shashank Upadhyay (Project Incharge), Dr. Sanjeev Maurya	PROCESS IMPROVEMENT TO BRING RADICAL QUALITY CHANGES IN FROZEN FOOD	MARYA FROZEN FOODS	100000	100000	Separate Enclosure attached	2015-16

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Consultancy Project at B.L AGRO OILS PVT. LTD.

January, 2016

Name of the Consultant:

Dr. Manish Gupta (Project In-charge)

Dr. Saileshwar Ghosh

Dr. Arvind Shukla

NAME OF THE CONSULTANCY PROJECT	GENERAL MANAGEMENT – MYTHS AND REALITIES
SPONSORING AGENCY	B.L AGRO EDIBLE OILS PVT. LTD.
REVENUE GENERATED IN RUPEES	Rs. 2,00,000/-

Details of Corporate training provided

TITLE OF THE TRAINING	INCORPORATING BEST PRACTICES OF GENERAL MANAGEMENT FOR SUPERIOR ORGANIZATIONAL GROWTH.
CORPORATES/ATTENDEES	EMPLOYEES AND STAFF MEMBERS OF B.L.AGRO Industries Pvt. Ltd.
Total Number of Participants	50

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Duration of the Consultancy Project – 10 Days

Content Delivered –

Day 1: (4 sessions of 1 hour each)

- Introduction to General Management
- Basic Concepts
- Myths and Realities
- Contemporary issues

Day 2: (4 sessions of 1 hour each)

- Management in real time scenario
- Roles of an Organization
- Identifying Best Practices of Management

Day 3: (4 sessions of 1 hour each)

- Principles of General Management and its relevance in the edible oils industry
- Problems of edible oil industry

Day 4: (4 sessions of 1 hour each)

- Changing scenario of the edible oils industry
- Paradigm Shifts
- Holistic Management Approach and its relevance
- Challenges faced

Day 5: (4 sessions of 1 hour each)

- Employer related issues
- Employee related challenges
- Bringing a state of equity between the two parties
- Building Trust

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Day 6: (4 sessions of 1 hour each)

- Employee Understanding
- General Behavioural Training
- Impactful Communication
- Grapevine issues

Day 7: (4 sessions of 1 hour each)

- Employer-Employee Dynamics
- Work-Place challenges
- Motivation of the Employees

Day 8: (4 sessions of 1 hour each)

- Importance of Training
- Training and Development Tools and Techniques
- Relevancy of organizational training methods
- Taking employee feedback

Day 9: (4 sessions of 1 hour each)

- Engaging the participants by using a case study for experiential learning and knowledge dissemination.

Day 10: (4 sessions of 1 hour each)

- Case Discussion Continued.
- Handling individual queries of the participants
- Taking Feedback from the candidates.


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Bareilly

MARYA FROZEN FOODS PVT. LTD.

January,2016

NAME OF THE CONSULTANT	Dr. Shashank Upadhyay (Project In-charge) Dr. Sanjeev Maurya
NAME OF CONSULTANCY PROJECT	"PROCESS IMPROVEMENT TO BRING RADICAL QUALITY CHANGES IN FROZEN FOOD"
SPONSORING AGENCY	Marya Frozen Foods Pvt. Ltd.
REVENUE GENERATED IN RUPEES	Rs. 1,00,000/-

Details of Corporate Training provided

TITLE OF THE TRAINING	IMPROVING PROTEIN QUALITY OF FROZEN FOODS
CORPORATES/ATTENDEES	EMPLOYEES AND STAFF MEMBERS OF Marya Frozen Foods, Bareilly
Total Number of Participants	35

Duration of the Consultancy Project – 5 Days

Content Delivered –

Day 1: (4 sessions of 1 hour each)

- Identification of the problem
- Understanding the process of preservation of foods
- Challenges faced by the company

Day 2: (4 sessions of 1 hour each)

- Chemical Change Mechanism
- Chilling Techniques

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Day 3: (4 sessions of 1 hour each)

- Hemoglobin Oxidation
- Protein Alteration
- Observation on Microstructural changes

Day 4: (4 sessions of 1 hour each)

- Lipid Oxidation Process
- Modified Atmosphere Treatment
- High Pressure safety mechanism incorporation
- Pressostat Control

Day 5: (4 sessions of 1 hour each)

- Mechanism of frozen food storage
- Prevention of losses
- Handling questions and doubts of the participants
- Feedback of the participants.

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RAMA SHYAMA PAPER MILLS PVT. LTD.

January, 2016

NAME OF THE CONSULTANT	DR. MANISH GUPTA
NAME OF CONSULTANCY PROJECT	ESSENTIALS OF MARKETING
SPONSORING AGENCY	RAMA SHYAMA PAPER MILLS PVT. LTD.
REVENUE GENERATED IN RUPEES	Rs. 10,000/-

Details of Corporate training provided

TITLE OF THE TRAINING	“ESSENTIALS OF MARKETING”
CORPORATES/ATTENDEES	EMPLOYEES AND STAFF MEMBERS OF RAMA SHYAMA PAPER MILLS Pvt. Ltd.
Total Number of Participants	65

Duration of the Consultancy Project – 1 Day

Content Delivered –

(2 sessions of 2 hour each)

- Introduction to Marketing
- Basic Concepts
- Contemporary issues
- Importance of Marketing in the Paper and Pulp Industry.

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KHANDELWAL EDIBLE OILS PVT. LTD.

May, 2018

NAME OF THE CONSULTANT	Dr. Manish Gupta (Project In-charge) Dr. Saileshwar Ghosh
NAME OF CONSULTANCY PROJECT	“SUCCESSFULLY NEGATING THE IMPACT OF STRESS TO LEAD A MEANINGFUL LIFE”
SPONSORING AGENCY	Khandelwal Edible Oils Pvt. Ltd.
REVENUE GENERATED IN RUPEES	Rs. 1,00,000/-

Details of Corporate Training provided

TITLE OF THE TRAINING	COPING STRESS AND MANAGING WORK-LIFE EQUILIBRIUM
CORPORATES/ATTENDEES	EMPLOYEES AND STAFF MEMBERS OF Khandelwal Edible Oils, Bareilly
Total Number of Participants	46

Duration of the Consultancy Project – 5 Days

Content Delivered –

Day 1: (4 sessions of 1 hour each)

- Defining stress and burnout
- Basic Concepts
- Myths and Realities

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Day 2: (4 sessions of 1 hour each)

- Causative agents of stress
- Impact of stress and burnout on our personality
- How stress impacts productivity and performance
- Coping strategies

Day 3: (4 sessions of 1 hour each)

- Important role played by the employer in creating a stress free environment for employees.
- Work-Culture dynamics
- Creating a high-performing organization.

Day 4: (4 sessions of 1 hour each)

- How to provide a stress free life to your employees
- Strategies to manage stress at individual employee level
- Importance of "Me" time
- Benefits of work-life balance integration

Day 5: (4 sessions of 1 hour each)

- Conducting a simulation exercise for the participants
- Handling questions and doubts of the participants,
- Role clarity exercises
- Feedback of the participants.

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BRINDAVAN BEVERAGES PVT. LTD.

February, 2019

Name of the Consultant

Dr. Manish Gupta (Project In-charge)

Dr. Saileshwar Ghosh

Dr. Arvind Shukla

NAME OF THE CONSULTANCY PROJECT	GENERAL MANAGEMENT
SPONSORING AGENCY	BRINDAVAN BEVERAGES PVT. LTD.
REVENUE GENERATED IN RUPEES	Rs. 50,000/-

Details of Corporate training provided

TITLE OF THE TRAINING	INCORPORATING BEST PRACTICES OF GENERAL MANAGEMENT FOR PERFORMANCE EXCELLENCE.
CORPORATES/ATTENDEES	EMPLOYEES AND STAFF MEMBERS OF Brindavan Beverages Pvt. Ltd.
Total Number of Participants	60

Duration of the Consultancy Project – 3 Days

Content Delivered –

Day 1: (4 sessions of 1 hour each)

- Introduction to General Management
- Basic Concepts

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Bareilly

- Myths and Realities
- Contemporary issues

Day 2: (4 sessions of 1 hour each)

- Management in real time scenario
- Roles of an Organization
- Identifying Best Practices of Management

Day 3: (4 sessions of 1 hour each)

- Principles of General Management and its relevance in the beverages industry
- Problems of beverages industry
- Queries of the Participants
- Feedback

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Bareilly

INVERTIS UNIVERSITY (2018-2019)
INVERTIS VILLAGE, BLY-LUCKNOW NATIONAL
HIGHWAY – 24 BLY (UP) – 243123
E-mail: info@invertis.org

Journal Voucher

No. 1965

Dated

27 Feb. 2019

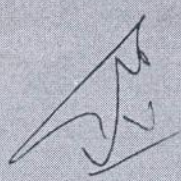
<u>Particulars</u>	<u>Debit</u>	<u>Credit</u>
BRINDAVAN BEVERAGES PVT.LTD. Dr	75,000	
To CONSULTANCY SERVICES		75,000


On account of:

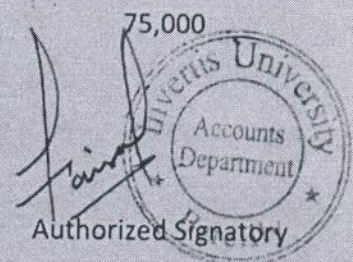
Consultancy Assisgnment on

GENERAL MANAGEMENT

75,000


A. K. Singh
Sharma


Registrar
Invertis University
Lucknow

75,000

Accounts
Department
Authorized Signatory

INVERTIS UNIVERSITY (2018-2019)
INVERTIS VILLAGE, BLY-LUCKNOW NATIONAL
HIGHWAY – 24 BLY (UP) – 243123
E-mail: info@invertis.org

Journal Voucher

No. 1965

Dated

27 Feb. 2019

<u>Particulars</u>	<u>Debit</u>	<u>Credit</u>
BRINDAVAN BEVERAGES PVT.LTD. Dr	75,000	
To CONSULTANCY SERVICES		75,000

On account of:

Consultancy Assisgnment on
GENERAL MANAGEMENT

75,000

75,000

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Registrar
Invertis University

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Accounts Department
Authorized Signatory

INVERTIS UNIVERSITY (2015-2016)
INVERTIS VILLAGE, BLY-LUCKNOW NATIONAL
HIGHWAY – 24 BLY (UP) – 243123
E-mail: info@invertis.org

Journal Voucher

No. 1665

Dated

29 FEB. 2016

<u>Particulars</u>		<u>Debit</u>	<u>Credit</u>
B.L AGRO OILS PVT. LTD.	Dr	1,96,000	
TDS Receivable at 2016-17	Dr	4,000	
To			2,00,000
CONSULTANCY SERVICES 2016			

On account of:

Consultancy Assisgnment on
GENERAL MANAGEMENT

Santosh

2,00,000

2,00,000

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Registrar
Invertis University
Bareilly

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Invertis University
Accounts
Department
Authorized Signatory
Bareilly

INVERTIS UNIVERSITY (2015-2016)
INVERTIS VILLAGE, BLY-LUCKNOW NATIONAL
HIGHWAY – 24 BLY (UP) – 243123
E-mail: info@invertis.org

Journal Voucher

No. 1865

Dated

24 Feb. 2016

<u>Particulars</u>		<u>Debit</u>	<u>Credit</u>
RAMA SHYAMA PVT. LTD.	Dr	10,000	
To	CONSULTANCY SERVICES 2016		10,000

On account of:

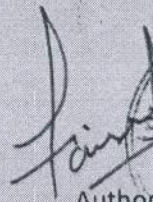
Consultancy Assisgnment on
ESSENTIALS OF MARKETING

10,000

10,000



Registrar
Invertis University
Bareilly



Invertis University
Accounts
Department
Authorized Signatory

INVERTIS UNIVERSITY (2015-2016)
INVERTIS VILLAGE, BLY-LUCKNOW NATIONAL
HIGHWAY - 24 BLY (UP) - 243123
E-mail: info@invertis.org

Journal Voucher

No. 1935

Dated

31 March 2016

<u>Particulars</u>		<u>Debit</u>	<u>Credit</u>
MARYA FROZEN PVT. LTD.	Dr	98,000	
TDS Receivable at 2016-17	Dr	2,000	
To			1,00,000
CONSULTANCY SERVICES 2016			

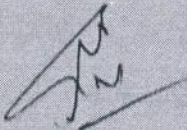
On account of:

Consultancy Assisgnment on

PROCESS IMPROVEMENT IN FROZEN FOOD

1,00,000

1,00,000



[Signature]
Registrar
Invertis University
Bareilly

[Signature]
Accounts
Department
Authorized Signatory
Bareilly

[Handwritten signature]

Mr. Shashank Upadhyay

Project Incharge

Department of Biotechnology
Invertis University, Bareilly