



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on **15th day of February 2018** between the **M/s. Pennar Engineered Building Systems Limited**, having its principal place of business at 9th Floor (West Wing), DHFLVC Towers, Kondapur, Hyderabad – 500084, Telangana referred as “**PEBS Pennar**” and the academic partner “**Vignan’s Foundation for Science, Technology and Research (VFSTR)**” referred as “**VFSTR**”, having its principal place of business at VFSTR, Vadlamudi, Guntur District – 522213, Andhra Pradesh, India

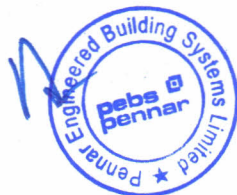
1. Introduction

About PEBS Pennar:

PEBS Pennar is an ISO 9001:2008 certified company, which is into design, manufacture, supply and installation of Pre-Engineered Steel Buildings & Building Components, Structural Steel and Solar module Mounting Structures, Telecom & Transmission Towers, Cold Form Structures and Low Cost Housing for a wide variety of applications such as Industries, Multi-storied Buildings, Warehouses, Power Plants, Steel Plants, Commercial Centers, High-rise Buildings, Airports/Aircraft Hangars, Defence Installations, Sports Stadia (stadiums). The Company's state-of-the-art manufacturing facility is located in Hyderabad, India, with a production capacity of 90,000 MTPA and its factory is the first in India to receive the **IGBC Green Factory Building GOLD Rating**. The company has started commercial production in January 2010 and has executed complex projects across PAN India, which also bagged prestigious awards at National level. The company has long-standing technical collaboration with NCI Inc., USA; Total S.A, France and Tech Universal Ltd., UK. PEBS Pennar is also listed on BSE and NSE. In 2016, the company has set-up “**Centre of Engineering Excellence**” in Visakhapatnam, Andhra Pradesh.

About VFSTR:

VFSTR located in Guntur District of Andhra Pradesh is a NAAC “A” graded deemed-to-be University under sec-3 of UGC Act, 1956 and is the flagship institution of Vignan Group. The Institution has recently been ranked in 88th position among 3000 odd Engineering Institutions in the country who participated in the survey conducted under the aegis of National Institutional Ranking Framework (NIRE) by the Ministry of HRD, Govt. of India.





VIGNAN'S

Foundation for Science, Technology & Research

(Deemed to be University)

-Estd. u/s 3 of UGC Act 1956

pebs 
pennar

SHAPING YOUR IMAGINATION

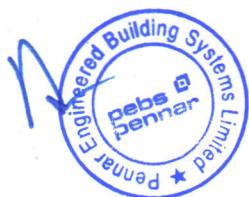
The University located on a 50-acre campus in a green and eco-friendly environment of Vadlamudi Village was awarded University status in 2008 and has evolved from the erstwhile Vignan's Engineering College established in 1997. Supported by the Vignan Group consisting of 40 Institutions, which is serving the educational needs of about 44,000 students in both Andhra Pradesh and Telangana, VFSTR is making giant strides in the right direction through implementation of various good practices in all areas of academic pursuit.

Right from the inception, every activity is made student-centric and quality conscious towards realizing the vision of transforming the students of this region into globally accepted, socially conscious, emotionally balanced and psychologically strong professionals. The Institution conducts 19 UG, 22 PG and 12 Ph.D. Programmes in diverse fields of Engineering and Technology. The institution has four Centres of Excellence and fifteen Research Centres in frontier areas of Science and Technology. Besides, we have international Collaboration Programmes with USA, UK, Canada, Korea, France, Japan and Singapore. A total of 6552 students are presently pursuing their studies in the University both at the UG, PG and Ph.D. level.

The Institution has recently been awarded as one of the Technical Skill Development Institution (TSDI) in Andhra Pradesh by AP Skill Development Corporation in Collaboration with M/s. Siemens. TSDI was launched on 02-02-2017 by Prof. Ghanta Subba Rao, Special Secretary to Government, Skill Development and Ex. Officio Secretary to the Hon'ble Chief Minister of Andhra Pradesh.

II. Objectives and Terms of Collaboration

- a. Industrial/ In Plant Training
- b. Technical Resource Support
- c. **Internship for students**
 - Students chosen for Interns be in good standing at their school or university;
 - Generally, interns must be able to work full-time during the entire period of the defined work tour / period (6 months).
 - Interns must make good progress (completion of all academic requirements as stipulated by the governing academic body) towards the completion of his or her degree between work tours. Academic progress of interns is subject to periodic review by the academic partner.
 - The topic for the project, if any, will be freezed upon discussing with the candidate.





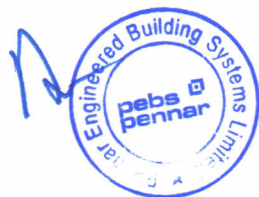
- During this temporary engagement, the student(s) will not be paid any stipend/remuneration. The student(s) has to make his/her own arrangement for accommodation and transportation.
- During the course of association, the student(s) shall maintain utmost secrecy and confidentiality with regard to any information, processes, procedures and systems etc. received/ known by him/her and shall not disclose the same to any other third party. Further, he/she shall not make any unauthorized disclosure nor take unfair advantage of such information, which shall be prejudicial and detrimental to the interest of the Company.
- The student(s) will also be responsible for the safekeeping and returning in good condition of all the Company's property that may be in his use, custody and charge.
- The student(s) shall adhere to the rules and regulations of the organization.
- If a student accepts an employment position with another company while on an intern tour at PEBS Pennar, the student's intern/employment with PEBS Pennarmay terminate.
- As an intern, the student(s) will not receive any of the employee benefits that regular employees receive, including, but not limited to health insurance, vacation or sick pay, paid holidays, or participation in employee schemes, if any, and will have no contractual binding with the company for employment.
- Students must familiarize themselves with PEBS Pennar policies. Failure to adhere to PEBS Pennar policies while on tour as an intern may result in termination.
- PEBS Pennar shall review the skills and performance of the student(s) at the end of internship through written test and the qualified/merit students shall be offered employment as "**TRAINEE ENGINEER**" with pay as per the norms of the Company. The posting location of such selected students will depend on the vacancies at that point in time. However, PEBS Pennar does not guarantee any employment with the company by mere completing the internship/ training.

III. Liability

- Each party takes reasonable care and precaution in fulfilling the spirit of this MOU. No other liabilities are applicable unless explicitly agreed before in writing by the authorized persons.

IV. Term and Termination of this Memorandum of Understanding

- This Memorandum of Understanding shall last for the initial period of **two (2) years** from the Effective Date unless extended in writing **two (2) months** prior to date of expiry.
- Either party is free to withdraw at any time during the initial period with prior written notice to the other party of its intention to withdraw. During that year, both parties will





endeavor to address and correct the concern of the party who wishes to withdraw. If those efforts are not successful, this Memorandum of Understanding will terminate when the three (3) months notice period expires.

V. Amendments

- Amendments to this Memorandum of Understanding may be proposed either by the undersigned or their successors, and shall become effective only if agreed to, in writing, by the undersigned or their successors.

VI. General

- This Memorandum of Understanding is and will be available for disclosure to the general public.
- This Memorandum of Understanding is an agreement between both parties and does not create or confer any right or benefit on any other person or party, private or public.
- The Parties are and shall remain independent contractors and nothing herein shall be construed to create a partnership, agency, joint venture, or teaming agreement between the Parties. Nothing herein shall be construed as implying that either party's employees are employees of the other.
- A determination that any term of this Memorandum of Understanding is invalid for any reason shall not affect the validity of the remaining terms of the Memorandum of Understanding.
- This Memorandum of Understanding constitutes the entire agreement between the Parties and supersedes all prior agreements and understandings, whether oral or written.

IN WITNESS WHEREOF THE PARTIES ABOVE NAMED HAVE HEREBY SET AND SUBSCRIBED THEIR HANDS AND SEALS ON THE DAY, MONTH AND YEAR FIRST ABOVE WRITTEN.

Pennar Engineered Building Systems Limited

Vignan's Foundation for Science, Technology and Research

Signature:



Name: Sankara Rao Reesu
Title: Head - Human Resources

Signature:



Name: Cmde. Dr. M.S.Ragunathan (Retd.)
Title: Registrar

VIGNAN'S FOUNDATION
FOR SCIENCE, TECHNOLOGY AND RESEARCH
 (Declared to be Deemed University U/S 3 of UGC Act 1956)
VADLAMUDI-522 213.
A.P. INDIA

