

MAHARASHTRA INDUSTRIAL SERVICES

A: 7-Amit Court, CTS No. 95A, Behind Mangla Theatre, Shivaji Nagar, Pune- 411005
T: +91 20 6749 2727

Date: 20/10/2021

To,
The Director
International Institute of Management Science (IIMS), Chinchwad, Pune

Subject: Proposal for a Sponsored project on Opportunities of Skilled Education in MSME Pune.

Dear Dr. Shivaji Mundhe,

I hope this message finds you well. Following our recent telephonic conversation, we understand the need for an **Opportunities of Skilled Education in MSME Pune**. Our organization is committed to conducting a thorough survey to provide valuable insights into Opportunities of Skilled Education.

Aim of the survey:

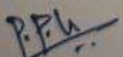
1. To identify the need of Skill education in MSME
2. To identify gaps & Challenges of MSME with respect to skilled employee.
3. To evaluate the various components & present Scenario of skill Education.
4. To identify the opportunities of Skilled Education in improving the skill development
5. To study the opinion of industry representative in regard to the role of skill Education in MSME
6. To study the Comparative analysis on the role of different stakeholders regarding the Skill Education for skill development in Manufacturing Sector
7. To create awareness in ongoing students towards importance of Skill Education for Carrier.
8. To formulate recommendations for enriching the effectiveness of skilled Education for skill development in upliftment of the society.

We look forward to the opportunity to contribute valuable insights to the present study, for any questions or require additional information, please feel free to contact us.

Thank you for considering our proposal.

Sincerely,

MAHARASHTRA INDUSTRIAL SERVICES


Prashant Kulkarni
Authorised Signatory
HR Manager, Pune

MAHARASHTRA INDUSTRIAL SERVICES

A: 7-Amit Court, CTS No. 95A, Behind Mangla Theatre, Shivaji Nagar, Pune- 411005
T: +91 20 6749 2727

Date: 29/10/2021

To,

The Director

International Institute of Management Science (IIMS), Chinchwad, Pune

Subject: **Confirmation of Proposal of Opportunities of skilled education in MSME Pune**

Dear Dr Shivaji Mundhe,

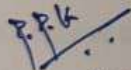
I am pleased to inform you that, we have carefully reviewed and accepted your proposal dated 14 /10/2023. Your proposal entitled **Opportunities of skilled education in MSME Pune** has been thoroughly evaluated and we are impressed with the alignment of your proposal with our organizational requirements.

We believe that, the study will meet our expectations and contribute positively to our project.

Thank you

Sincerely,

For MAHARASHTRA INDUSTRIAL SERVICES



Prashant Kulkarni
Authorised Signatory
HR Manager, Pune

MAHARASHTRA INDUSTRIAL SERVICES

A: 7-Amit Court, CTS No. 95A, Behind Mangla Theatre, Shivaji Nagar, Pune- 411005
T: +91 20 6749 2727

Date: 29/10/2021

To,
The Director
International Institute of Management Science (IIMS), Chinchwad, Pune

Subject: **Sanction of research proposal**

Dear Dr Shivaji Mundhe,

I am pleased to inform you that, we have carefully reviewed and accepted your proposal dated 28/10/2021. Your proposal entitled **Opportunities of skilled education in MSME Pune** has been thoroughly evaluated and we are impressed with the alignment of your proposal with our organizational requirements. The concerned authorities have sanctioned the project details are as given below:

Sr.No.	Title of the Project	Amount	Period	Payment Schedule
1	Opportunities of skilled education in MSME Pune	2,90,000	10 month	100% After the successful completion of Project and report

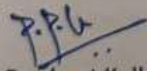
We believe that, the study will meet our expectations and contribute positively to our project.

You are requested to submit the detailed proposal

Thank you

Sincerely,

For MAHARASHTRA INDUSTRIAL SERVICES



Prashant Kulkarni
Authorised Signatory
HR Manager, Pune

MAHARASHTRA INDUSTRIAL SERVICES

A: 7-Amit Court, CTS No. 95A, Behind Mangla Theatre, Shivaji Nagar, Pune- 411005
T: +91 20 6749 2727

Date: 27/09/2022

To,

The Director

International Institute of Management Science (IIMS), Chinchwad, Pune

Subject: Completion of Project entitled Opportunities of skilled education in MSME Pune Maharashtra.

Dear Dr Shivaji Mundhe,

I am writing this letter with extreme pleasure and happiness on successfully completing the project “**Opportunities of skilled education in MSME Pune**”. I would like to congratulate all the team members of your organization for their assistance in completing the project on time and with perfection.

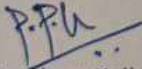
It was an amazing experience for our team members to work with your assistance team. The level of professionalism and dedication that they exhibited while working on the project has helped us reach to an effective Compensation Survey.

Thank you for your collaboration and we look forward to continue success for the same.

Thank you

Sincerely,

For MAHARASHTRA INDUSTRIAL SERVICES



Prashant Kulkarni
Authorised Signatory
HR Manager, Pune

Yashaswi Education Society

FLAT NO. 7, AMIT COURT, CTS NO. 95A/1,
BHAMBURDA, SHIVAJINAGAR,
Pune-411005 Maharashtra
India

GSTIN : 27AAATY1589L1ZS
STATE : MAHARASHTRA
PAN No: AAATY1589L
E-Mail Id : finance@yashaswigroup.in

IRN No:

Ack No:

Ack Date:

TAX INVOICE

Invoice No : YES2425/170001
Date : 27/07/2024
Customer Code : 106035220
Payment Terms : Net-30

Bill To	Ship To /Service To
MAHARASHTRA INDUSTRIAL SERVICES PRABHAT ROAD,,prabhat road,,PUNE-411004 StateCode : Maharashtra (27) GSTIN : 27ABVPK5252E2ZD	MAHARASHTRA INDUSTRIAL SERVICES PRABHAT ROAD,,prabhat road,,PUNE-411004 StateCode : Maharashtra (27)
Buyer's Order No & Date : 27/07/2024	Sales Order No & Date :
Delivery No & Date :	Destination :
Despatched through	

#	Item Code	Description of Goods	HSN /SAC Code	Qty	UOM	Unit Price	Amount (INR)
1	CON011	Other Service. project expenses	999294	1.00		290,000.00	290,000

HSN/SAC	Taxable value	CGST Tax		SGST Tax		Total Tax Amount
		Rate	Amount	Rate	Amount	
999294	290,000.00	0.00	0.00	0.00	0.00	0.00
	290,000.00		0.00		0.00	0.00

Basic Amount	290,000.00
DocTotal	290,000.00

Amount In Words : INR TWO LAKHS NINETY THOUSAND ONLY

Bank Name

Branch

IFSC No

Account No.

Remarks : project expenses

For Yashaswi Education Society

VISHWESH
PRABHAKAR
KULKARNI

Digitally signed by VISHWESH PRABHAKAR KULKARNI
DN: cn=VISHWESH PRABHAKAR KULKARNI,
o=YASHASWI EDUCATION SOCIETY, ou=MAHARASHTRA,
c=IN, email=vishwesh.prab@yashaswi.com

Authorized Signatory

Subject to Pune Jurisdiction

RECEIPT VOUCHER

YASHASWI HOUSE,CTS No. 72/1, Plot No. 105/1A, Pune
- 411004
MAHARASHTRA, INDIA

		Information
		Payment No. : 1900329
		Payment Date. : 30/03/2024
		Reference :

Sr. No	Account Code	Account Name	Particulars	Amount
1	105000010	Maharashtra Industrial Services	30-03-2024 BI233734 MAHARASHTRA INDUSTRIAL S 2,61,000.00 25,84,687.83CR	261000.00
Total Amount				261000.00

Total Amount in Words :

INR TWO LAKHS SIXTY-ONE THOUSAND ONLY

Payment On Account Details :

Account No with Bank Name	Cheque/ AC Transfer No	Amount
Bank of India-051421110000002		261000.00
Total		261000.00

Remarks : 30-03-2024 BI233734 MAHARASHTRA INDUSTRIAL S 2,61,000.00 25,84,687.83CR

For Yashaswi Education Society

Authorized Signatory

Created By :Pranoti

20-03-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		29,955.75		21,84,832.08
20-03-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		13,636.25		21,98,468.33
21-03-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		20,374.25		22,18,842.58
21-03-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		12,566.00		22,31,408.58
21-03-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		20,374.00		22,51,782.58
21-03-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		20,374.25		22,72,156.83
22-03-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		52,800.00		23,24,956.83
25-03-2024	TDS For 514451100128241	1,269.00			23,23,687.83
30-03-2024	RIGS/UTIBH24090647041/UTIB/TALE SOL-ID 00000 NAVI MUMBAI (MAHARASHTRA)		2,79,000.00		26,02,687.83
30-03-2024	MAHARASHTRA INDUSTRIAL SERVECE		2,61,000.00		28,63,687.83
30-03-2024	GERMAN RENAL CARE P L	255523	47,500.00		28,16,187.83
05-04-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		20,374.25		28,36,562.08
05-04-2024	NACH CR INW - Credit Through PF SOL-ID 01570 MUMBAI (MAHARASHTRA)		29,955.50		28,66,517.58
05-04-2024	NACH CR INW - Credit Through PF		20,374.00		28,86,891.58
Total C/F:		83,09,939.00	36,56,522.50		28,66,517.58Cr

A/C No 051421110000002 BANK OF INDIA FERGUSSON ROAD C&P BRANCHBRANCH PAGE:4

Statement of Account from 01-01-2024 to 27-05-2024

Date	Description	Instr. No.	Debits	Credits	Balance
	B/F		83,09,939.00	36,56,522.	28,66,517.58Cr
05-04-2024	SOL-ID 01570 MUMBAI (MAHARASHTRA) NACH CR INW - Credit Through PF			28,695.75	29,15,587.33
05-04-2024	SOL-ID 01570 MUMBAI (MAHARASHTRA) NACH CR INW - Credit Through PF			20,374.25	29,35,961.58
05-04-2024	SOL-ID 01570 MUMBAI (MAHARASHTRA) NACH CR INW - Credit Through PF			12,566.00	29,48,527.58
05-04-2024	SOL-ID 01570 MUMBAI (MAHARASHTRA) NACH CR INW - Credit Through PF			28,695.75	29,77,223.33
05-04-2024	SOL-ID 01570 MUMBAI (MAHARASHTRA) NACH CR INW - Credit Through PF			20,374.00	29,97,597.33



UTILIZATION CERTIFICATE

It is certify that the grant of **Rs.2, 90,000/- (Two Lakh Ninty Thousand only)** sanctioned to **Dr.Sachin Misal** by **Maharashtra Industrial Services** vide their letter. Dated **29/10 /2021** for which it has been sanctioned and in accordance with the terms and conditions laid down by the organization.

If as a result of check or audit objection, some irregularity is notices at later stage action will be taken to refund or regularize the objection amount.

Total actual expenditure incurred for this project is of **Rs.2, 90,000/- (Two Lakh Ninty Thousand only)**


Dr. Shivaji Mundhe
Director
IIMS, Chinchwad, Pune


Signature of Chartered Accountant with seal




STATEMENT OF EXPENDITURE

Name of the Investigator: **Dr. Sachin Misal**

Institute Name: **International Institute of Management Science, Pune.**

Heads	Sanction Amount	Received Amount	Total Expenditure
Total Amount sanctioned and Received	2,90,000	2,90,000	
Principal Investigator Share 60 % (UTR NO: IFT24089058434)	1,80,000	1,80,000	1,80,000
Institute Share 40 %	1,10,000	1,10,000	25,000
Expenditure			
Contingencies	25,000	5,000	5,000
Data Collection	25,000	10,000	10,000
Hiring services	30,000	5,000	5,000
Others	30,000	5,000	5,000
Total Expenses	1,10,000	25,000	25,000
Grand Total			2,05,000
Balance Amount			85,000


Dr. Shivaji Mundhe
Director
IIMS, Chinchwad, Pune


Signature of Chartered Accountant
with seal



YASHASWI EDUCATION SOCIETY'S INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE

DTE CODE
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE
C - 41595

Research Project Survey Report

On

Opportunities of Skilled Education in MSME, Pune

Submitted

TO

Maharashtra Industrial Services, Pune

BY

Principal Investigator - Dr. Sachin Misal

**Assistant Professor, International Institute of
Management Science (IIMS), Chinchwad, Pune**

YEAR 2022

RESEARCH OUTLINE

CHAPTER NO.	DESCRIPTION/TITLE
1.	BACKGROUND & AIM OF RESEARCH PROJECT SURVEY
2.	RESEARCH METHODOLOGY
3.	RESULT & DISCUSSION
4.	CONCLUSION AND RESEARCH SURVEY RECOMMENDATION
	ANNEXURE - QUESTIONNAIRE

DECLARATION

We declare that the Research Project Survey Report Entitled "Opportunities of Skilled Education in MSME, Pune" submitted to the Maharashtra Industrial Services, Pune as a part research collaboration .We hereby declare that Research Survey Project work is carried out by International Institute of Management Science (IIMS) , Chinchwad, Pune. The work is original and is carried out as per the terms and condition mentioned in the MOU.

Dr. Sachin Misal
Principal Investigator

Dr. Shivaji Mundhe
Director- IIMS

Place: Pune

Date: 27/09/2022



BACKGROUND OF THE STUDY

The manufacturing sector has a significant demand for skill-based training, and on-the-job training is the best option for talent. An apprenticeship or internship has been a staple step for the ones starting their expert careers, no matter the field. While employers gain due to the fact apprentices paintings at lesser cost, the apprentices advantage the much-wished hands-on enjoy at the roles they choice to keep within side the future. Hiring apprentices has been a not unusual place exercise for a while now in maximum industries, and the fashion keeps to develop in India.

One of the most effective ways to ensure a constant flow of qualified and job-ready workers for all industries, including manufacturing and engineering, and to lessen their complicated workforce difficulties, is through apprenticeship programme. It is gradually gaining more acceptance and recognition among Indian employers as a viable and satisfying skill-up gradation and career-enhancement programme to guide the next generation toward a brighter future in specialized fields and as a tried-and-true method for attracting, developing, and retaining top manufacturing talent. The main important aspect in manufacturing industries is the performance and efficiency of trainees and employees during their day to day work.

CONCLUSION AND RESEARCH SURVEY RECOMMENDATION

A. Findings from Managers Perspective

- It has observed that , the number of apprentices(trainees) engaged for the apprenticeship programme are 60 % (up to 100) , 24 % (101 to 200) , 9 % (201 to 300) and 6 % (more than 300).
- The various manufacturing industries are provides fully (100 %) apprenticeship trainings.
- It has resulted that, the manufacturing industries are providing 73 % of hybrid mode training to the apprenticeship.
- Almost 47 % of apprenticeship training are up to 2 years duration.
- The apprenticeship training provided by the manufacturing industries is effective for the skill enhancement of apprentices.
- All the manufacturing organizations (100 %) claims the stipend paid to Apprenticeship over & above mandatory requirement under CSR.

- It represents 50 % organization are provides highly effective, 46 % are effective on job training to apprentices and only 4 % are neutral
- Almost 96 % of organizations provide effective training to their apprentices during on job which is helpful for them for their skilled competency development.
- Almost 72 % of apprentice need maximum 2 years of on job training to make the apprentices skilled competent represented
- The 40 % managers from manufacturing industries says that they are agree and 60 % of managers utters that there are strongly agree on the apprentices acquires enough job skill after completion of their respective training.
- 51 % respondents articulates that the skilled courses competency is good and 29 % are strongly agree for the same.
- The trainees after completion of apprenticeship gets employment easily. It outcomes 65 % respondents are agree and 35 % are strongly agree.

B. Findings from Apprentices (Trainees) Perspective


- It has resulted that, almost 97 % of apprentices get adequate opportunities are provided during training
- 97 % the apprenticeship training programme helps in improving work,
- 96 % says that organization is fully involved in organizing apprenticeship training,
- 96 % respondents get opportunity to use all latest tools & equipment's during training period
- 97 % of apprentices are confident to take up new job with the training provided by the manufacturing industries during their apprenticeship training period.
- It has resulted Behavioral, Soft Skills, POSH, Product Training, Compliance types of trainings are provided to the apprentices during the apprenticeship training. Hence it has concluded that, apprentices are getting Special training programmes for developing multiple skills during their apprenticeship training tenure.
- Is has uttered that periodic performance assessment carried out during their training period frequently uttered by 73 % apprentices.
- It has resulted that, periodic feedback of apprentices (71 %) is taken frequently.
- It has concluded that, 92 % of trainees utters that the training programs provided to the apprentices are effective.
- Almost 54 % apprentices says that skill development training is very helpful for the placement in the same organization and 41 % says that somewhat it is helpful

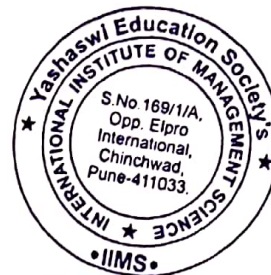
- 93 % of apprenticeship trainees are satisfied with the various facilities provided by the manufacturing industries for the skill enhancement.
- It has resulted that, 54 % respondents spent sufficient time on site during their apprenticeship training.
- It has outcome that, almost 95 % trainer provides full support to the apprentices for skill development during the apprenticeship training programme.
- Almost 97 % of apprentices are satisfied with the skillset during the apprenticeship training.

CONCLUSION

The present study has resulted into effective skill development measurers adopted in the manufacturing industries. The study carried out by the researcher by considering the role of skill development of apprentices during the apprenticeship training in various manufacturing industries. The study also focused on the provision of latest technologies, new systems and machines to the apprentices which is fruitful for them during and after training also. The research has outcome the importance of skill development of apprenticeship training and manufacturing industries contribution for the same. The research is fruitful to encourage more effective skill development programmes and new ways to train people in different areas.

Dr. Sachin Misal
Principal Investigator


Dr. Shivaji Mundhe
Director- IIMS



MEMORANDUM OF UNDERSTANDING
BETWEEN
MAHARASHTRA INDUSTRIAL SERVICES.
AND
YASHASWI EDUCATION SOCIETY'S
INTERNATIONAL INSTITUTE OF MANAGEMENT
SCIENCE,
CHINCHWAD, PUNE -411033

This Memorandum of Understanding (MOU) is being made and executed at Pune, Maharashtra on 10th January 2020.

BETWEEN

The Associated Company details:

Name of the Company (In full): **MAHARASHTRA INDUSTRIAL SERVICES.**

And

Name of the Institute (In full): **Yashaswi Education Society's International Institute of Management Science (IIMS),**

Address of the Institute (In full): No. 169, 1/A, Chinchwad - Akurdi Link Rd, opposite Elpro International, Vijay Nagar, Chinchwad, Pune, Pimpri-Chinchwad, Maharashtra 411033 which offers Master of Business Administration and Master in Computer Application and Ph.D programme in in various faculties of Management Education, hereinafter referred as IIMS, is approved by All India Council of Technical Education (AICTE), New Delhi and Govt. of Maharashtra and is affiliated to Savitribai Phule Pune University, Pune

Whereas:

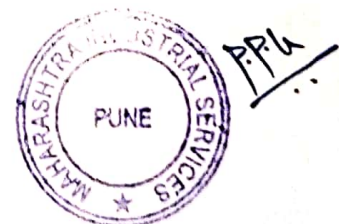
Maharashtra Industrial Services and IIMS have mutually agreed to cooperate with each other to offer Research consultancy, projects and collaboration, internships, placements, organize field trips, and industrial visits to impart employable skills as well as conduct social outreach program and extension activities in order to prepare the students towards various social issues, create environmental awareness and enhance human wellbeing.

As part of this MOU, both the parties hereto agree to the following respectively:

1. Objectives

The goal is to foster collaboration, provide opportunity for global experience, and to facilitate advancement of knowledge on the basis of reciprocity, best effort, mutual benefit, and frequent interactions. IIMS, Chinchwad and Maharashtra Industrial Services agree:

- a) To exchange information on research and educational programmes and to undertake research consultancy under the scope of work.
- b) To exchange information on teaching, learning material and other literature relevant to their educational and research programmes
- c) to jointly organize short-term continuing education programmes on topics of mutual interest and to invite each other's faculty to participate therein



- d) to jointly organize seminars, conferences, or workshops on topics of mutual interest and to invite each other's faculty to participate therein at cost basis.
- e) To jointly propose and engage in research or training programmes sponsored by funding agencies, and to invite each other's faculty to participate therein
- f) To exchange, on a reciprocal basis, students at Graduate and Doctoral levels for limited periods of time for purpose of education and /or research.

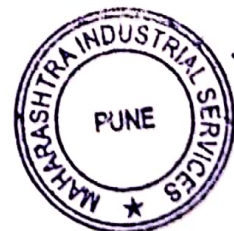
2. Scope of the MOU:

The MOU aims at organizing various programmes in collaboration with Maharashtra Industrial Services for imparting requisite skills and holistic development of the students which will bridge the gap between potential employer's requirements and the classroom learning through internships, research consultancy and collaboration, placements, field visits, training programmes, social outreach and extension activities. This will enhance their employability as well as boost self-confidence, enhance learning and improve soft skills.

3. Obligations of IIMS Chinchwad, Pune:

- i. The Institute will provide library services for the employees of Maharashtra Industrial Services. in the following manner:
 - a. Access to referred journals, renowned magazines, books and latest research papers.
 - b. Access to National Digital Library.
- ii. The faculty available at IIMS may conduct training programmes for the employees of the Maharashtra Industrial Services to impart knowledge related to the staff as well as shop floor employees.
- iii. The Institute will provide the Computer Laboratory for online courses like Advanced Excel.
- iv. The institute from time to time will encourage and motivate the students to participate in the various social outreach programmes and extension activities organized in collaboration with the Maharashtra Industrial Services like blood donation camp, Swachh Bharat Abhiyan etc.
- v. The Institute will arrange or give opportunities to the Managers as Resource Person/Visiting Faculties at cost basis.

4. Obligations of the Associated Company: Maharashtra Industrial Services.



- a. All Consultancy assignment will be undertaken in the name of the Institute. This will apply to all cases also where the client may approach an individual faculty directly.
- b. Maharashtra Industrial Services will provide reimbursements to student interns, field trips and faculty time off to work on the research consultancy projects which will be disbursed by IIMS.
- c. The company will offer internship either summer or winter as well as placement opportunities to our eligible students.
- d. The company will provide industrial exposure to the students through field trips/ industrial visits
- e. The company will help in organizing expert talk and Discussion Forum on current trends in field of Marketing, HR and Finance etc.
- f. The company will involve the students and the faculty members in the social outreach programmes and extension activities which they may undertake/conduct.

5. Effective Date and Duration of MOU:

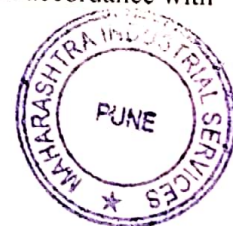
- a. This MOU shall be effective from the date of its approval by competent authorities at both ends.
- b. The duration of the MOU shall be for a period of **5 years** from the effective date.

6. Resolution of Disputes:

- a. Should there be a dispute relating to any aspect of academic cooperation, Director IIMS, Chinchwad and Managing Director, Maharashtra Industrial Services will jointly resolve the dispute in a spirit of independence, mutual respect, and shared responsibility.
- b. This agreement shall take effect and be constructed in accordance with the Laws of India and be subject to the jurisdiction of the courts at PUNE.

7. Miscellaneous:

- a. Through mutual agreement, the parties may organize various other value added training programmes and undertake research consultancies and collaboration.
- b. Both the parties will deploy personnel to handle communications and initiatives under this MOU. The Training and Placement Officer from the Institute will be contact person.
- c. During the tenure of the MOU both IIMS and Maharashtra Industrial Services. will maintain strict confidentiality and prevent disclosure of all the information and data exchanged under the scope of this MOU for any purpose other than in accordance with this MOU.



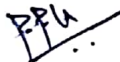
- d. Both IIMS and Maharashtra Industrial Services shall not, during the term of this agreement directly or indirectly, solicit or offer employment or engagement to any of the personnel of other party without the prior consent in writing of that other party.

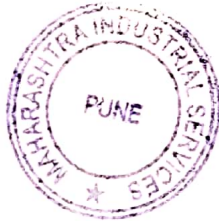
8. Term and Termination:

- a. This MOU shall be effective from the date of its approval by competent authorities at both ends.
- b. During its tenancy, the MOU may be extended or terminated by a prior notice of not less than one month by either party. However, termination of the MOU will not in any manner affect the interests of the students and the faculty members who have been involved in the activities under the MOU.

IN WITNESS WHEREOF PARTIES HERE TO HAVE ENTERED INTO THIS AGREEMENT EFFECTIVE AS ON THE DATE AND YEAR FIRST WRITTEN ABOVE

For Maharashtra Industrial Services


Prashant Kulkarni
Authorised Signatory
HR Manager, Pune

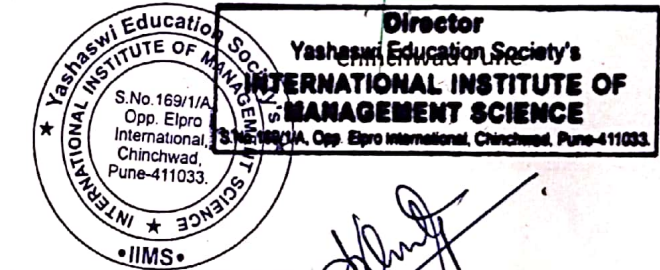


Witness:

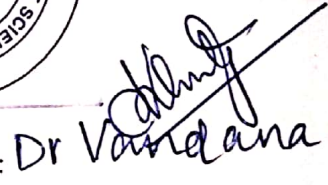

Denidas mali

Date: 10/01/2020

For Yashaswi's IIMS,



Witness:


Dr Vandana Mehant

Date: 10/01/2020