

SUPPORTING DOCUMENTS

CRITERION 1

1.3.2. Number of value-added courses for imparting transferable and life skills offered during last five years

SUBMITTED TO

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BY



N. L. Dalmia[®]

Institute of Management Studies and Research

(A School of Excellence of N. L. Dalmia Educational Society)

**N. L. DALMIA INSTITUTE OF
MANAGEMENT STUDIES AND RESEARCH**

FOR

NAAC ACCREDITATION SECOND CYCLE 2022



N. L. Dalmia[®] **Institute of Management Studies and Research**

(A School of Excellence of N. L. Dalmia Educational Society)

**Number of value-added courses for
imparting transferable and life skills
offered during A.Y.2021-22**



Supporting Documents

1.3.2. Number of value-added courses for imparting transferable and life skills offered during last five years

Sr. No.	Details
Number of value-added courses for imparting transferable and life skills offered during A.Y.2021-22	
1	Business Analytics-Advanced Excel
2	Capstone Business Simulation Certification
3	Data Analytics with Python & R - Batch 2020-22
4	Finance Fintech Batch 2020-22
5	Finance Fintech Batch 2021-23
6	Certificate Program on Online Portfolio Management on Bloomberg Platform
7	Bloomberg Market Concepts
8	Data Visualization Using Tableau & Power BI (Marketing)
9	Data Visualization Using Tableau & Power BI (HR)
10	HR Analytics
11	Certificate Training Program in Commodity Market (MCX)
12	Dale Carnegie Training (Competency Modelling)
13	Talent Acquisition
14	Guided MSR



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Business Analytics-Advanced Excel



FOREVISION

BUSINESS ANALYTICS – ADVANCED EXCEL FOR MANAGERS

“ The goal is to turn data into information, and information into INSIGHT”

- Carly Fiorina, Former CEO of HP



Business Analytics – Advanced Excel for Managers

ForeVision Corporate Profile

About ForeVision

- ❑ Skills Enhancement **Training & Consulting** Organization
- ❑ Enhancing Performance by **Developing Competencies**
- ❑ **Hands-on, Practical & Activity Based Learning** with **Industry Exposure**
- ❑ **Trainer Pool** of Working Professionals from Leading Organizations & Top Institutes
- ❑ Customized Trainings with Online Support
- ❑ ForeVision Training Centers in Mumbai, Delhi & Bengaluru
- ❑ High quality Learning experience with **80% repeat customers**

Few of Our Clients



9+

Years of Training
Experience

80+

Institutes & Corporate
Clients

18000+

Happy & Satisfied
Learners

4.6+ / 5

Avg Feedback Rating

Business Analytics – Advanced Excel for Managers

Case study based approach and hands-on experience

Course Module & Features

- ❑ Excel Overview & Basic Excel tools
- ❑ Basic & Advanced Excel Formulae
- ❑ Nested & Dynamic Formulas
- ❑ Charts – Basic, Multi Axis, Advanced & Dynamic
- ❑ Pivot Table, Pivot Charts & Pivot Dashboards
- ❑ Business Simulations – Sensitivity Analysis / Scenario Manager / Solver
- ❑ Management Dashboards
- ❑ Macro Recording, Macro Objects & VBA Coding
- ❑ Shortcut techniques for easy working
- ❑ Case Study based extensive hands on learning
- ❑ Wide range of managerial examples
- ❑ Access to Online Course

Overview

- ❑ Excel is one of the most widely used tool in corporates across sectors and across functions
- ❑ It has always been user friendly and feature rich and now has been expanded to provide an even wider array of tools helping businesses right from simple work to complex problem solving and decision making
- ❑ Excel has become an integral part of everyday operations, making it a necessity for continuous flow of business

Why Excel?

- ❑ Corporates feel that a proper understanding of an Analytical tool like Excel helps in better **Conceptualization of Business Problems** and helps one to provide better solutions to companies
- ❑ Corporates also believe that they will **Save a lot of time, cost and energy** if new recruits are well versed with Excel
- ❑ In an online B-School Survey we found that only 15% of the students were confident about Excel Skills
- ❑ Students felt that a hands on experience in Excel is a must and it is very important to know the various features that a tool like Excel can provide and how the same can be used to provide effective and efficient solutions to Business Problems

Business Analytics – Advanced Excel for Managers

Training workshop full of practical case studies, exercises & live demos for maximum benefit

Module 1 – Excel Overview, Basic Excel Tools

- ❑ Introduction to Excel - Menu commands / Formatting functions
- ❑ Cell Referencing - Relative / Absolute / Mixed
- ❑ Conditional Formatting - Basic rules / Advanced Formula based rules for different applications / Managing rules / Data Bars / Colour Scales / Icon Sets
- ❑ Paste special - Basic / Operations
- ❑ Data Sort & Filter - Basic & Multiple

Module 2 - Basic & Advanced Formulae

- ❑ Basic & Logical Functions – IF / AND / OR
- ❑ Nesting of Formulas – NESTED IF
- ❑ Numeric & Statistical Functions – COUNT / COUNTA / SUMIF / SUMIFS / CORRELATION /
- ❑ Lookup Functions – VLOOKUP / HLOOKUP
- ❑ Dynamic Lookups - MATCH & INDEX
- ❑ Date & Text Functions – EDATE / EOMONTH / UPPER / CONC
- ❑ Trace Precedents & Dependents / Formula Evaluation
- ❑ Name Manager & Application of defining names

Module 3 - Advanced Excel Tools, Business Analytics & Simulation

- ❑ Data Validation – Creating dynamic Data
- ❑ What if Analysis - Goal Seek / Sensitivity Analysis
- ❑ Protection of worksheet & workbook with exceptions

Module 4 - Visualization Charts, Pivot Tables & Management Dashboards

- ❑ Creating Chart and Graphs - Bar Charts, Line Charts, Scatter Charts, etc.
- ❑ Designing charts / Modifying chart options
- ❑ Special Charts – Candle Stick / Bubble / Waterfall / Gantt / Radar / Pareto
- ❑ Pivot Tables - Creating & updating Pivot Tables / Performing Calculation / Grouping options / Value Field Settings / Sorting & Filters in pivot tables
- ❑ Pivot Charts / Slicer / Timelines / Linking Multiple Pivot Tables
- ❑ Management Dashboards

Business Analytics – Advanced Excel for Managers

Preview

CONDITIONAL FORMATTING

Sr. no.	Name of the assessee	Net Taxable Income (Rs.)	Tax slabs	
1	Aarti	2,89,533	Upto 2,50,000	No tax
2	Aarushi	3,72,731	2,50,001 - 5,00,000	5%
3	Abha	8,60,478	5,00,001 - 10,00,000	20%
4	Abhash	3,01,988	More than 10,00,000	30%
5	Abhilash	12,51,998		
6	Abhinandan	7,28,912		
7	Aditi	1,27,520		
8	Aditya	4,42,571		
9	Ahmed	9,84,741		
10	Aishwarya	4,28,411		
11	Akansha	5,93,856		
12	Aksha	15,54,716		
13	Amey	9,84,842		
14	Amruta	8,15,491		
15	Anahita	4,22,169		
16	Anant	3,27,520		

Use Conditional Formatting to easily Group Data for better analysis and data management

Business Analytics – Advanced Excel for Managers

Preview

FORMULAE – BASICS TO ADVANCED

Absolute & Mixed Referencing to ease calculations

	10%	20%	30%
100	=H\$17*\$G18		30
200	20	40	60
300	30	60	90

IF & NESTED IF

Employee Name	Salary p.m.	Grade
Salman	45000	=IF(I6>100000,\$I\$15,IF(I6>50000,\$I\$14,\$I\$13))

Date Formulae

PROJECT FINANCING		
Start of construction	01-10-15	01-10-15
Construction Period (months)	18	18
Project Completion Date	31-03-17	=EDATE(U5,U6)
Rupee Term Loan - Start Date	01-10-15	=U5
Tenor (years)	7	7
Rupee Term Loan - End Date	30-09-22	=EOMONTH(U8,U9*12)

VLOOKUP – Simple to Complex

Date	ICIC Bank	HDFC Bank
5-Feb-16	1073.3	643.4
5-Mar-16	1021.65	632.5
5-Apr-16	945.45	621.2
5-May-16	806.7	681.05
5-Jun-16	952.85	688.05
5-Jul-16	1010.65	665.15

=VLOOKUP(V7,\$B\$5:\$Q\$255,5,TRUE)

Using Formulae for Basic to Advanced Operations and eliminating human error. Thus improving efficiency and effectiveness

Business Analytics – Advanced Excel for Managers

Preview

FORMULAE – NEXT LEVEL

INDEX & MATCH

Scrip code	Company	Beta Values	Returns (1 year) (%)	Weightage (%) in SENSEX as on 31/12/2016	Rank by Return
500875	ITC LTD.	0.5	27.92%	9.25%	5
500325	RELIANCE	1.25	-24.11%	9.24%	25
500209	INFOSYS LTD	0.97	-15.26%	8.28%	17
500180	HDFC BANK	0.92	18.26%	7.00%	6
532174	ICICI BANK	1.52	-20.89%	7.00%	21
500010	HDFC	0.93	-4.48%	6.84%	11
532540	TCS LTD.	0.95	6.99%	5.03%	8

Rank	Company Name
24	=INDEX(\$A\$42:\$F\$71, MATCH(H49,\$F\$42:\$F\$71,0),2)
19	BHARTI ARTL
3	SUN PHARMA.
28	STERLITE IN

Complex Formulae for Easy Solutions

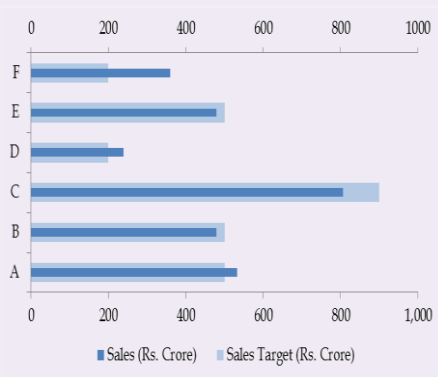
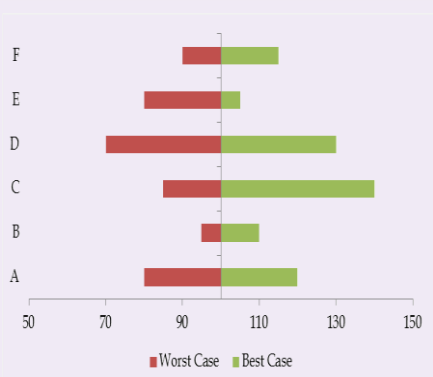
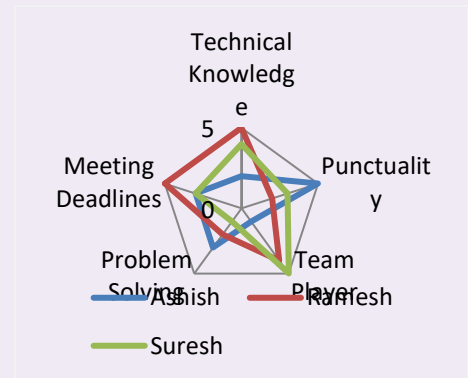
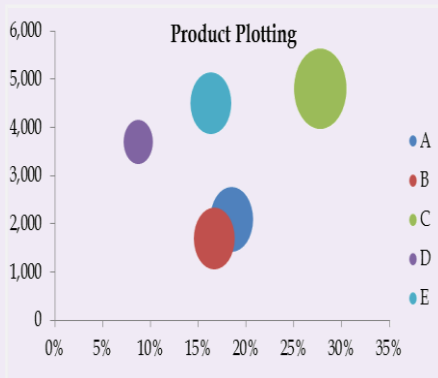
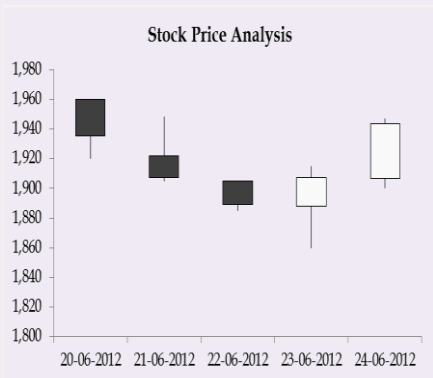
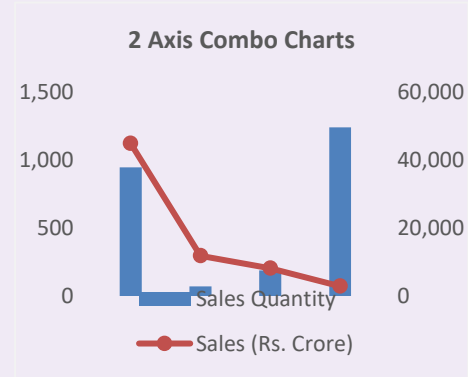
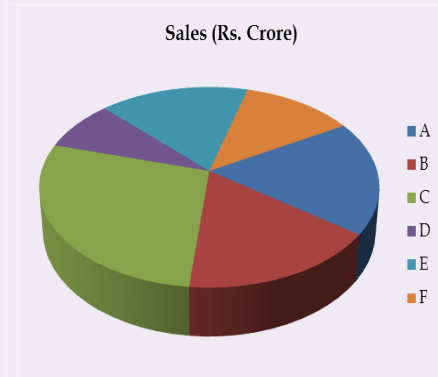
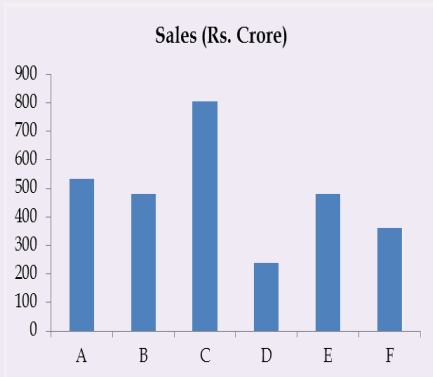
SIP			
Date	Close Price	High PP	Traded Qty
1-Jan-16	=VLOOKUP(\$K6,'Lookup Data'!\$A\$6:\$H\$255,		
5-Feb-16	MATCH(Lookup!L5,'Lookup Data'!\$A\$6:\$H\$6,		
5-Mar-16	0),FALSE)		
5-Apr-16	945	970	3,26,098
5-May-16	807	820	3,59,631
5-Jun-16	953	973	3,04,407
5-Jul-16	1,050	1,053	6,32,748

Using Formulae for Basic to Advanced Operations and eliminating human error. Thus improving efficiency and effectiveness

Business Analytics – Advanced Excel for Managers

Preview

CHARTS – BASIC TO CREATIVE

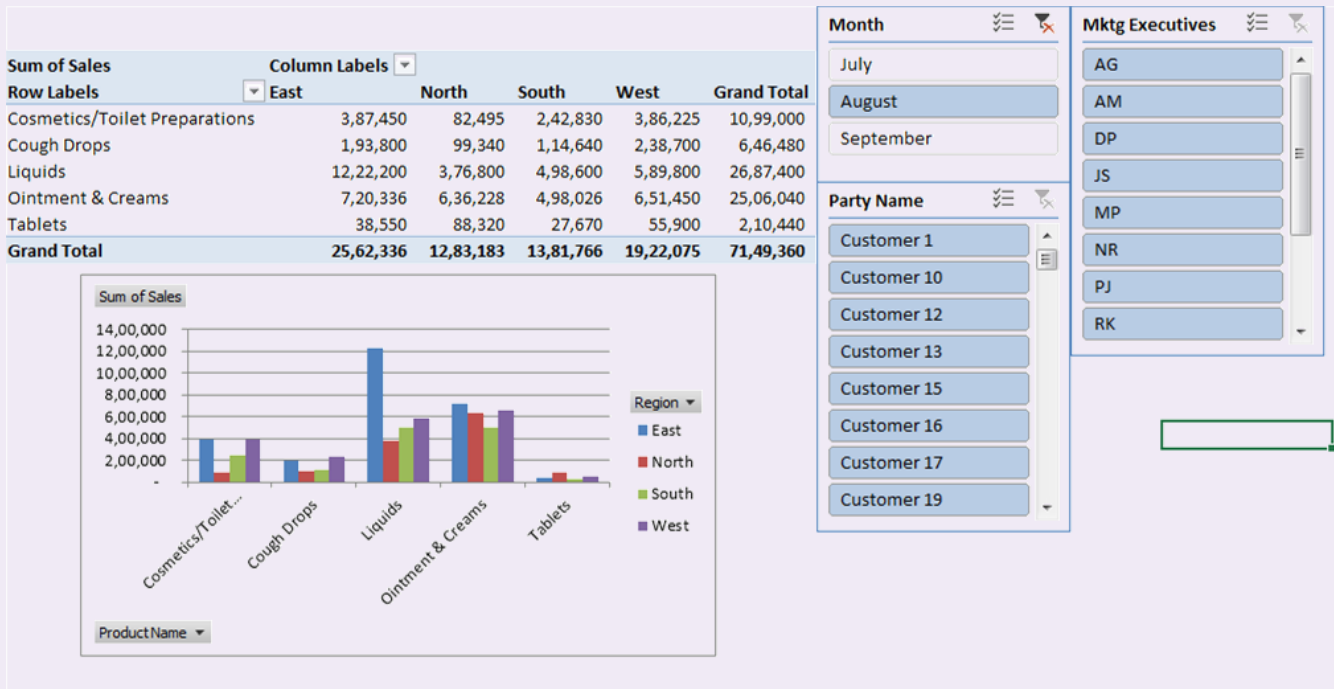


Business Presentations is all about Charts. Stand out by making creative charts

Business Analytics – Advanced Excel for Managers

Preview

PIVOT TABLES

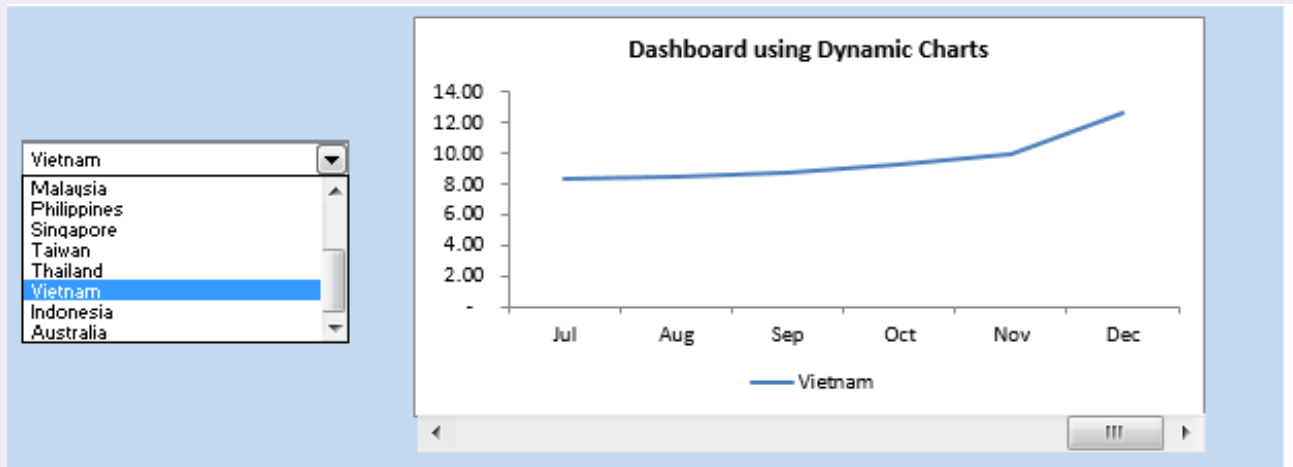


Create Instant Dashboard for Data Analytics using Pivot Tables.
(P.S. – Data currently represents performance of August month)

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Preview

CREATING MANAGEMENT DASHBOARDS



You have approached a bank for a Business Loan. The following is quoted by the bank.

Loan	50,00,000
Interest	12% per annum
Tenure	3 years
EMI	1,66,072 Rs.

		Interest Rate					
		1,66,072	11.00%	11.50%	12.00%	12.50%	13.00%
Years	2.5	1,91,390	1,92,563	1,93,741	1,94,922	1,96,108	
	3.0	1,63,694	1,64,880	1,66,072	1,67,268	1,68,470	
	4.0	1,29,228	1,30,445	1,31,669	1,32,900	1,34,137	
	4.5	1,17,807	1,19,041	1,20,283	1,21,532	1,22,788	
	5.0	1,08,712	1,09,963	1,11,222	1,12,490	1,13,765	

You are not sure, if the EMI above suits your budget. You want to try different combinations of loan tenures and interest rate to find the EMI that suits your budget.

Create Dashboards for Higher Management - make analysing data flexible to make informed business decisions
Build Business Scenarios instantly using Data Tables.

Business Analytics – Advanced Excel for Managers

Preview

BUSINESS SIMULATIONS

ROYAL ENFIELD - BUSINESS PROJECTIONS

Bike	Cost	Delivery	Total Cost		Q1	Q2	Q3	Q4	Yearly Sales
Bullet 350	120,000	15000	135,000	Qty	12	24	20	34	90
				Sales	1,620,000	3,240,000	2,700,000	4,590,000	12,150,000
ThunderBird 350	155000	15000	170,000	Qty	6	31	26	16	79
				Sales	1,020,000	5,270,000	4,420,000	2,720,000	13,430,000
Himalayan	170000	15000	185,000	Qty	15	28	18	8	69
				Sales	2,775,000	5,180,000	3,330,000	1,480,000	12,765,000
Desert Storm	185000	15000	200,000	Qty	8	15	7	2	32
				Sales	1,600,000	3,000,000	1,400,000	400,000	6,400,000
Total Units Sold					41	98	71	60	270
Quarterly Sales					7,015,000	16,690,000	11,850,000	9,190,000	44,745,000
Grand Total					44745000				

Sales Trip				
	A	B	C	D
Km	30	12	6	21
Deliveries	2	1	3	2
Stops	2	1	1	2
Sales Point	3	4	1	2
Cost	100	87	65	90

Hypothetical Trip (Decision Variable)				
# of Trips	1	1	0	1

Cost (Objective Function)				
# of Trips	1	1	0	1
Cost	100	87	65	90
Total	277			

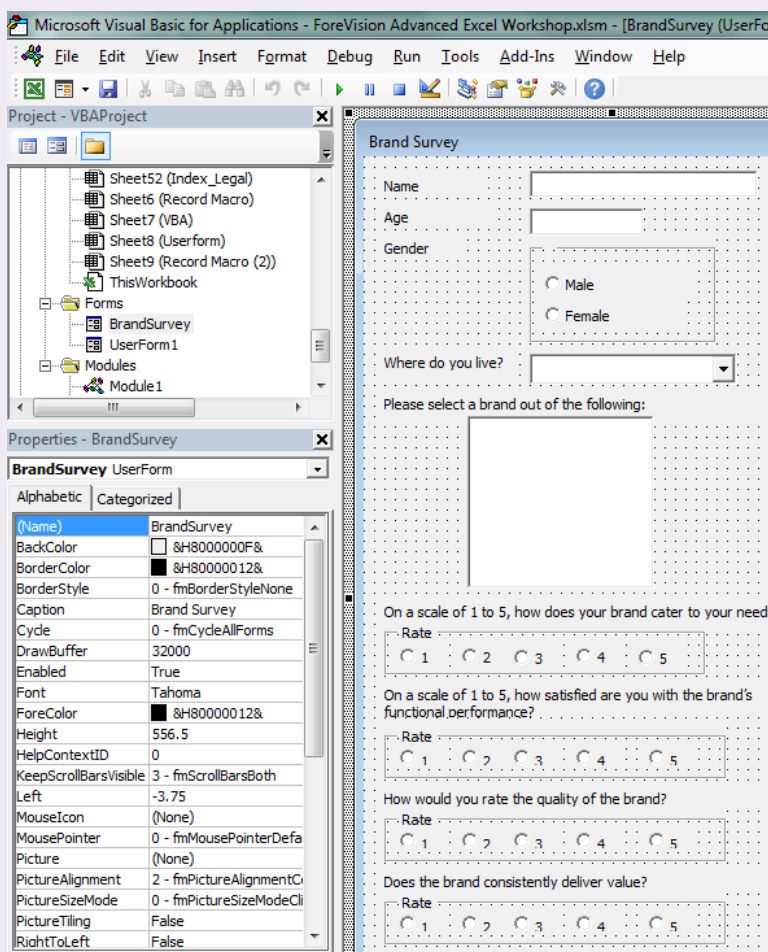
Constraints							
	A	B	C	D	Total	Condition	Required
Km	30	12	6	21	63	<=	45
Deliveries	2	1	3	2	5	>=	2
Stops	2	1	1	2	5	<=	3
Sales Point	3	4	1	2	9	>=	2
Cost	100	87	65	90	277	<=	175

Business simulations using Scenario Manager and Analysis Toolpak Solver.

Business Analytics – Advanced Excel for Managers

Preview

AUTOMATION USING EXCEL – MACROS AND VBA



```

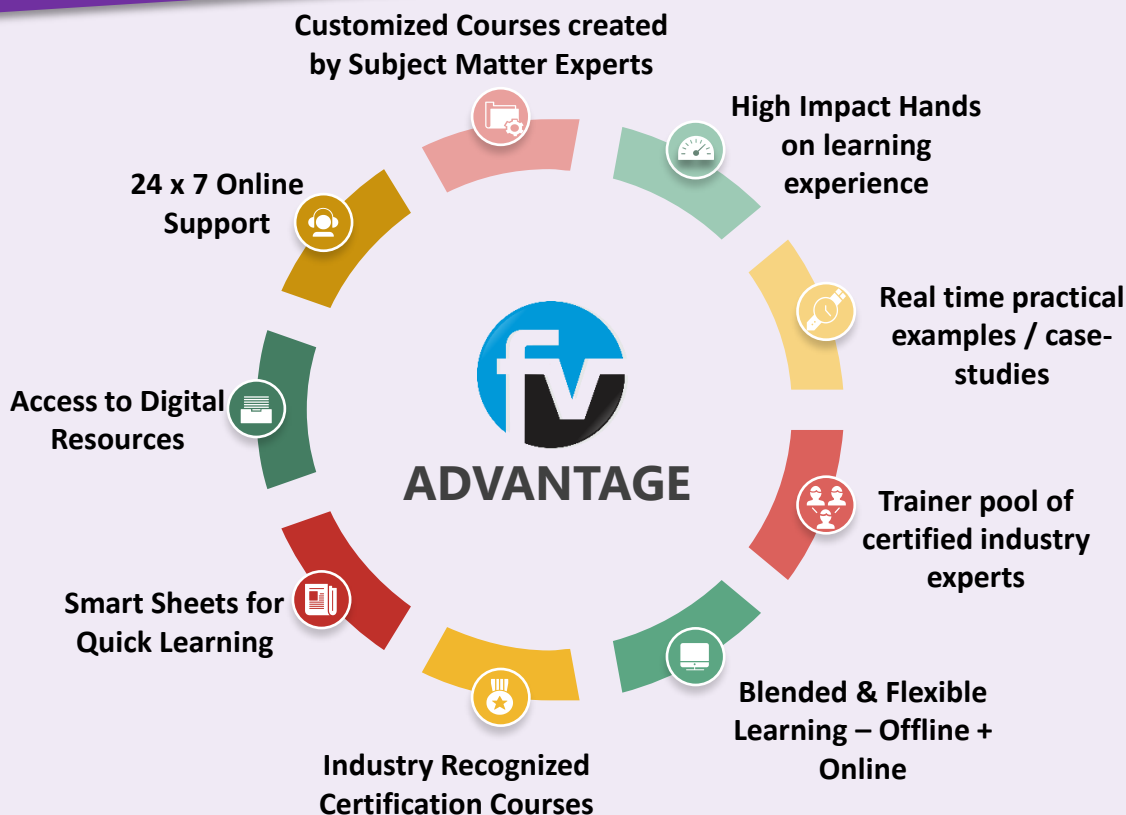
Sub taxcalc()
Dim income As Double
Dim tax As Double
income = Sheets("Sheet4").Range("A13").Value
Select Case income
Case Is <= 250000
tax = 0
Case Is <= 500000
tax = 0.05 * (income - 250000)
Case is <=1000000
tax = 0.05 * 250000 + 0.2 * (income - 500000)
Case Else
tax = 0.1 * 250000 + 0.2 * 500000 + 0.3 *
(income - 1000000)
End Select
Sheets("Sheet4").Range("B13").Value = tax
End Sub
    
```

Invoice	Date	SalesRep	Product	Price	Units	Sales(cr)
10500	01/05/2012	Joe	Majestic	30	25	750
10501	01/05/2012	Moe	Majestic	30	9	270
10501	01/05/2012	Moe	Quad	32	21	672
10501	02/05/2012	Moe	Alpine	22	7	154
10501	02/05/2012	Moe	Carlota	25	11	275
10502	02/05/2012	Moe	Majestic	30	5	150
10502	02/05/2012	Moe	Carlota	25	25	625

Automate Mundane tasks by Recording Macros for Scorecard and MIS preparation by integrating with backend systems along with basic level VBA coding

Business Analytics – Advanced Excel for Managers

Advantage & Testimonials



Testimonials

- “Kudos, keep up the good work, loved the session by sir. He has a very simple and student friendly way of teaching” – **Saurabh Dhaniwal, NMIMS**
- “The workshop was very helpful as it covered concepts from the basics upto the advanced level”. – **Harishma, IIM Trichy**
- “It was a good workshop and the delivery was even better !” - **Adil Jain, SIMSREE**
- “The workshop was very useful and gave us a lot of information. A lot of topics were covered and the trainers were very helpful” – **Jaydeep, SJMSOM**
- “Cost effective and interesting session.Got to learn a lot” – **Ankita, Amity**
- "Practical approach to Microsoft Excel. Brought the theory alive with practical examples and applications“ - **Akshay Jain, Sr. Analyst, Sushil Finance**
- “The faculty was very good. He was able to relate each concept to a real life situation. Would like to hear him again” - **Aditya Khema, WeSchool**
- "Good workshop to understand Excel with good number of examples. Examples were well covered, helps to understand the concept better“ - **Priyanka Sharma, JBIMS**



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A.Y. 2021-22
**Capstone Business Simulation
Certification**

2021

NL Dalmia IMS&R: Capstone Business Simulation

Draft Course Outline



N. L. Dalmia Institute of Management Studies and Research

Course: The Capstone Business Simulation Program - 2021

Area: Strategic Management, General Management

Course Instructor: Veer Mehta

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1. Course Overview

In architecture, the *capstone* is the final piece that is placed on top of a construction. In a management course the construction is the steady and progressive sequence of courses that make up the management program. This course is designed as a ‘capstone’ experience for senior level business students.

The Capstone Business Simulation ties together and gives participants an opportunity to integrate, synthesize and apply all their previous learning both within and outside the classroom. Student teams will be making business decisions over multiple time periods – and examine their impact on the teams’ qualitative and quantitative performance.

This will stress a student’s and their team’s ability to assimilate and analyze information, draw meaningful conclusions, and recommend appropriate courses of actions to resolve complex issues in a changing competitive business environment. Each student be assessed based on their contribution to and their team’s performance in the Capstone business simulation. Additionally students will be assessed individually on their business acumen as learned in the simulation along with their business knowledge utilizing the Comp-XM online ‘final exam’. The Capstone and the Comp-XM enable both team benchmarking and individual comparisons on an International basis with other programs that also utilize the Capstone and the Comp-XM.

The Capstone Business Simulation Program requires students to synthesize concepts and techniques from previous MBA/PGDM courses, plus graduate education and work experience in an integrated approach to managing a complete business enterprise. The course utilizes a computer based simulation as the core teaching platform. Working in teams, students make strategic and tactical decisions in all domains of the business: product design and development, marketing and sales, human resources and employee relations,

operations and production, management and finance – with an overlay of corporate governance and strategic management.

This course develops skills in matching organizational capabilities with competitive opportunities to improve business planning and performance. From the perspective of the general manager, emphasis is placed on learning to take entrepreneurial and socially responsible approaches to analyzing company options, to formulating innovative wealth-creating strategies, to implementing the strategies for optimal performance, and to managing unintended consequences.

Completion of the course, like the completion of an architectural construction, requires extensive teamwork as well as individual effort.

2. Overall Course Objectives

Upon completion of the course, students should have developed a workable, sound and integrated **comprehension of business and the strategic management process** and be able **to apply this knowledge**.

To this end the course objectives are:

1. **Effective business management:** Develop graduates with rigorous understanding of core business functions and with problem-solving skills reflecting an integration of functional perspectives. Graduates should be prepared to assume positions of leadership and contribute immediately to the improved performance of their organizations.
2. **Management use of information:** Develop graduates with the capability to organize, describe, and make intelligent inferences from empirical evidence. Graduates should be able to apply sophisticated statistical techniques to data; make informed forecasts of business trends; and formulate, solve, and interpret quantitative business decision models.
3. **Recognize opportunities and evaluate potential** for business success, and consider implementation issues including financial, operational and administrative procedures involved in running a business venture.
4. **Understand and apply the strategic management process** including strategy formulation, implementation, management and evaluation.
5. **Acquire and utilize knowledge of behavioural, policy and strategic issues** to improve the effectiveness of the organizations.
6. **Describe the concept of competitive advantage:** participants should have a sound and workable comprehension and how it may be achieved through strategic and tactical methods
7. **Critical Thinking Skills:** Critically evaluate, analyse and interpret information to solve

problems and make business decisions. Students will interpret and evaluate unstructured situations, define the problem, apply theories to ambiguous situations, draw conclusions and implement solutions.

8. **Utilize business decision support and productivity tools:** Demonstrate ability to utilize spreadsheet technology to enhance analysis and presentation of data related to a specific business issue, the use of computer-based productivity tools to enhance an oral presentation of a business issue, the ability to locate and use internet data sources.
9. **Define markets and apply marketing concepts and principles using a customer focus** to effectively sell products and services.
10. **Interpret and analyze accounting information** for internal control, planning, performance evaluation, and coordination to continuously improve business processes.
11. **Quantitative Learning Skills:** Understand, analyze and use quantitative data to make business decisions and report to stakeholders, identify quantitative characteristics of a problem, examine and interpret numerical data and analyze numerical data to derive conclusions.
12. **Innovation and technology:** Develop graduates who can foster innovation in organizations, respond effectively to new circumstances; and through their actions, enable organizations and society to realize the potential of new technologies.
13. **Human Values and Team Work:** Develop graduates who understand and value individual differences and have collaborative skills for working effectively in functionally and culturally diverse teams.
14. **Communicate effectively and professionally in business situations** through physical or virtual presence, writing, speaking, listening, and electronic media.
15. **Appreciate the benefits of experiential learning** by displaying good work habits, time management and self discipline

3. Course Delivery & Methodology

Capstone Business Simulation

The Capstone Business Simulation, used by more than 800 business schools world-wide including Wharton, Harvard, Kellogg, etc will be the principal teaching platform.

The Capstone Business Simulation is conducted with students **organized into teams** that represent different firms within an industry, which compete against each other over a number of years. Each firm begins at the same starting point, but progresses based on decisions made by it. The simulation will give student driven teams an opportunity in making important tradeoffs and decisions regarding strategy, marketing, operations, product decision, human resources, logistics, and finance issues in a live dynamic environment.

Instructions for registration on the Capstone Business Simulation and familiarization with the simulation interface will be emailed to all students. The same is simply and lucidly explained on the website and has numerous resources for help and assistance.

4. Broad Time Line & Schedule

8 Week Course Schedule (broad)

Activity	Mode/Description	Day
Opening Lecture, Simulation Familiarization, Demonstrations	Online , Instructor Led - Students get well acquainted with the simulation	Day 1 (4 PM to 8 PM)
Practice Round 1	Students do Capstone Practice Round 1 (Two hours self paced online work)	Day 1 (Post 8 PM)
Detailed debrief and analysis of company & industry performance - Capstone Practice Round 1	Faculty and Student inteaction (together or as teams) with the faculty to debrief, and/or discuss the decision making, team performance, analysis, refection, what if analysis and strategic review.	Day 2 (4 PM to 6 PM)
Practice Round 2	Teams do Capstone Practice Round 2	Day 5
Practice Round 3	Teams do Capstone Practice Round 3	Day 10
Practice Round 4	Teams do Capstone Practice Round 4	Day 15
Competition Round 1	Teams do Capstone Competition Round 1	Day 20
Competition Round 2	Teams do Capstone Competition Round 2	Day 25
Competition Round 3	Teams do Capstone Competition Round 3	Day 30
Competition Round 4	Teams do Capstone Competition Round 4	Day 35
Competition Round 5	Teams do Capstone Competition Round 5	Day 40
Competition Round 6	Teams do Capstone Competition Round 6	Day 45
Competition Round 7	Teams do Capstone Competition Round 7	Day 50
Competition Round 8	Teams do Capstone Competition Round 8	Day 55
Final Individual Business Competeny and Knowledge Assessment	Final online individual exam for business competency and knowledge assessment assessment.	Day 56 to Day 59
Final Debriefs, Reflections, Consolidation & Wrap-up	Final Closing Session, consolidation, Student presentations, reflection.	Day 60 or 61

NOTES

- **Duration:** Can be done in 3 days to 12 weeks. Numerous options exist.
- Capstone is teamwork. Students are divided into teams of 4~6 each
- Teams do three/four Capstone Practice Rounds (non graded) an eight Capstone Competition Rounds (graded)
- **Each Capstone round takes a team approximately 2 to 3 hours.** This is usually self paced own time time work for the team
- After each round there is student inteaction (together or as teams) with the faculty to debrief, and/or discuss the decision making, team performance, analysis, refection, what if analysis and strategic review.
- The course consists of both team work and the individual final exam.
- 50% off the grade comes from the eight competition rounds of Capstone. 50% of the balance grade comes from the individual final exam
- Final Exam working time is 6 hours. A 46~72 hour window is provided for students to finish the exam in a self-paced manner. Exam is open book and non proctored.
- Instructor support is available **daily** throughout the course for the students to clear their queries and

5. Course Materials

There is no external text book required.

All materials will be provided through the parent website.

Exhaustive and user friendly material are available for online access to students. This includes:

1. Registration and Getting started instructions.
2. Online demos and videos.
3. Rehearsal simulation (for individual familiarization). The Rehearsal and Individual Practice Rounds give the students the opportunity to practice the operation as well as affects of various decisions in the simulation – and provides the instructor with reports as to student progress.
4. Capstone provides a booklet as well as online tutorials and tools to familiarize students with both an understanding of the industry used in the simulation as well as the various reports, measurements, decision requirements and general operation of the simulation itself.
5. Quizzes.
6. Student Guide and Team Member Guide
7. Capstone and CompXM software:

6. Course Requirements and Grading

Prerequisites: Completion of common core courses of the PGDM/MBA program.

Grading:

The final grading will be as under:

- The relative performance of each team on multiple criteria for the eight competition rounds (simulated years of market operations) on the Capstone Business Simulation will represent 50% of the overall grade for the course.
- The CompXM individual examination will provide 50% of a student's grade.
- The weights above could be changed/removed and are ***purely indicative***.

Veer Mehta

BusinessThink Learning Solutions

veermehta@businessthink.in

98710 95285

www.businessthink.in

ORIGINAL

Bond



Indian-Non Judicial Stamp
Haryana Government



Date : 03/08/2021

Certificate No. GOC2021H1233



Stamp Duty Paid : ₹ 500

GRN No. 79916576



(Rs. Only)

Penalty : ₹ 0

(Rs. Zero Only)

Deponent

Name : Businessthink Learning Solutions

H.No/Floor : 1001/t4

Sector/Ward : Na

Landmark : South close nirvana country

City/Village : Gurugram

District : Gurugram

State : Haryana

Phone : 97*****48



Purpose : CONTRACT AGREEMENT to be submitted at Concerned office

The authenticity of this document can be verified by scanning this QRCode Through smart phone or on the website <https://egrashry.nic.in>

AGREEMENT FOR TRAINING SERVICES

Between

N. L. Dalmia Institute of Management Studies and Research, Mumbai

and

Business Think Learning Solutions, Gurgaon

This Agreement for Training Services ("Agreement") is entered into on this 4th day of Aug 2021, between:

N. L. Dalmia Institute of Management Studies and Research, Srishti, Sector 1, Mira Road East, Metropolitan Region, Maharashtra 401107, INDIA, established by the Niranjanlal Dalmia Educational Society, which is a 'public charitable trust' registered under the Maharashtra Public Trusts Act, 1950 and a 'Society' under the Societies Registration Act, 1860, hereinafter called "**NLDIMSR**", which, expression unless it is repugnant to the context or meaning thereof, shall be deemed to mean and include its successors, representatives and permitted assigns) of the ONE PART;

and

Business Think Learning Solutions, a sole proprietorship having its office at 1001-4 South Close, Nirvana Country, Gurgaon, Haryana - 122018, India, hereinafter called "**BTL**" of the SECOND PART

WHERE AS:



BusinessThink Learning Solutions

Authorised Signatory



- A. BTL has represented to NLDIMSR that it is engaged in providing learning & development services to various companies, which includes the Capstone Business Simulation Program, more particularly described in Annexure 1 hereto.
- B. BTL has further represented to NLDIMS that it is duly authorized by Capsim Management Simulations USA to offer and deliver the Capstone Business Simulation Program in India for commercial consideration.
- C. BTL has further represented to NLDIMS that it has the required expertise, skill and manpower to provide and deliver the Capstone Business Simulation Program and is desirous of providing and delivering the same to NLDIMSR.
- D. Based on the above representations made by BTL, NLDIMSR is desirous of availing from BTL the Capstone Business Simulation Program for its students on the terms and conditions stipulated herein.

NOW IN CONSIDERATION of the mutual covenants hereinafter contained IT IS HEREBY AGREED AS FOLLOWS

Delivery Format and Detailed Schedule for the Capstone Business Simulation Program (*to be delivered in online mode*):

The Parties agree that that the Capstone Business Simulation Program shall be delivered online as per the programme structure / content and programme schedule more particularly described in Annexure 2 hereto. The Parties agree that the programme schedule shall be indicative and is subject to change as per mutual convenience.

Capstone Certificates: Capstone Certificates, soft copies would be issued by BTL to NLDIMSR for all students passing the exam under the Capstone Business Simulation Program.

Delivery Period. The first instance of Capstone Business Simulation Program will be decided mutually by the Parties.

Changes to Delivery Schedule: The Capstone Business Simulation Program delivery schedule may be amended and changed based on NLDIMSR students and / or faculty needs in consultation with BTL and as mutually agreed by the Parties.

Student Pre-Requisites and Text

- Students should have finished the compulsory core courses.



Handwritten signature in black ink.

- All materials for the Capstone Business Simulation Program (i.e. program training materials, texts and guides) will be provided by BTL to the students online before commencement of the programme.

Administration and Logistics

- All students to have a computer with internet connection for the entire program.
- All Classes will be held online.

Financial Terms

- The cost of the program would be INR 5425 per student plus GST as applicable at the time of raising Invoice to NLDIMSR by BTL.
- Minimum single batch size for running the Capstone business simulation is 200 students.

Payment Terms:

- No advance payment would be required or made. NLDIMSR will pay the cost of the program to BTL.
- Invoice: The soft copy of the invoice will be presented by BTL to NLDIMSR after the program is concluded. The program conclusion happens when the mark sheet is submitted by BTL to NLDIMSR.
- Payment period shall be within four calendar weeks of receipt of invoice, subject to statutory deduction of taxes as per Indian Laws.

The above cost includes:

- Capstone Business Simulation license and usage cost for all students
- Individual Final Exam (Business Competency Assessment) license and usage cost for all students
- Complete program delivery by facilitator Mr Veer Mehta of BTL
- Capstone Business Simulation Program Certificate for eligible students
- All program training materials, texts and guides.
- Technical support, troubleshooting and all clarifications/doubts related to the Capstone Business Simulation Program.



Veer Mehta

- Live what'sapp text support from 8:00 AM to 9:00 PM on all days during the duration of the course.

Force Majeure

Neither party shall be responsible for delays or failure of performance resulting from acts beyond the reasonable control of such party. Such acts include, but are not limited to, acts of God, strikes, walkouts and riots, acts of war, acts of terrorism, epidemics, governmental regulations, power failures, earthquakes, or other disaster.

Indemnity

NLDIMSR hereby agrees jointly and severally to indemnify BTL, their representatives, administrators and properties from and against all action, demands, proceedings, prosecutions, attachments, and the like arising out of its liabilities and all charges, taxes, etc.

Similarly, BTL hereby agrees jointly and severally to indemnify NLDIMSR, its trustees, officers, representatives, administrators and properties from and against all action, demands, proceedings, prosecutions, attachments, and the like arising out of its liabilities and all charges, taxes, etc.

Arbitration

Any dispute arising with regard to any aspect of this Agreement shall be first settled through mutual consultations and agreements by the parties to the contract. If the dispute is not resolved through such mutual consultations within thirty (30) days from the date of commencement of discussions or such longer period as the Parties agree in writing, the dispute shall be referred to mutually agreed and appointed independent Arbitrator as per provisions of Arbitration & Conciliation Act 1996. The Decision of the Arbitrator shall be final & binding on the both the parties. The place of arbitration will be Mumbai, India.

Governing Law & Jurisdiction

This Agreement shall be governed by the laws of India. Subject to Arbitration clause above, the courts of Mumbai shall have the exclusive jurisdiction for any litigation that may arise out of this MOU.

Breach of Agreement



NLDIMSR shall have the right to terminate the agreement with the BTL, in case BTL either fails to provide the services successfully as mentioned in the agreement, or violates any of the clauses mentioned in the MOU, in any way.

Amendment to the Agreement

This Agreement supersedes all prior representations, negotiations, and agreements concerning the subject matter hereof and may not be modified except in a writing signed by both parties. This Agreement may not be amended except by a document in writing signed by both Parties. Invalidity or unenforceability of one or more provisions of this Agreement shall not affect any other provision herein.

Assignment:

BTL shall not assign this Agreement (in whole or in part) or any deliverables / obligations hereunder to a third party without the prior written consent of the Service Receiver.

Period of Validity

The Term of the Agreement shall be for a period of 1 (one) year commencing from the date of its execution, unless terminated earlier. This Agreement may be renewed for further terms as mutually agreed by the Parties herein. Either party may terminate this Agreement at any time without assigning any reason whatsoever, with prior written notice of 30 days to the other Party.

for Business Think Learning Solutions

BusinessThink Learning Solutions



Veer Mehta
Head Facilitator

[Signature]
Authorised Signatory

BusinessThink Learning Solutions

[Signature]
Authorised Signatory

for N. L. Dalmia Institute of
Management Studies and Research,
Mumbai



[Signature]
Director
Date:



[Signature]

— BLANK —



BusinessThink Learning Solutions
BusinessThink
Authorized Signatory



Annexure 1

Capstone® Business Simulation is a rich, complex business simulation designed to teach marketing, strategy, business finance and accounting, cross functional alignment, competitive analysis, teamwork and the selection of tactics to build a successful, focused organization. Participants will face a complex and rapidly evolving scenario in which business acumen is tested and enhanced through modelling, analysis and strategic planning.

In Capstone®, participants will run a simulated \$100 million company for eight years (or rounds) as a team. The company they take over is unfocused and performing poorly. It is trying to support five products in very different market segments and faces constant customer demand for better, faster, cheaper products. There is immediate pressure for the management team to develop a strategy and implement it thoroughly with every decision.

At the end of the capstone business simulation program students do Comp-XM®, an integrated evaluation tool that will assess their business knowledge and business competence

The Capstone Business Simulation Program ties together and gives participants an opportunity to integrate, synthesize and apply all their previous learning both within and outside the classroom. Student teams will be making business decisions over multiple time periods – and examine their impact on the teams' qualitative and quantitative performance.

This will stress a student's and their team's ability to assimilate and analyze information, draw meaningful conclusions, and recommend appropriate courses of actions to resolve complex issues in a changing competitive business environment. Each student be assessed based on their contribution to and their team's performance in the Capstone business simulation. Additionally students will be assessed individually on their business acumen as learned in the simulation along with their business knowledge utilizing the Comp-XM online 'final exam'



Annexure 2

Grouping : The entire student batch would be divided into teams of six students each. If for example, there are 240 students, then forty student groups will be composed. All the groups will go through the simulation simultaneously. These teams within the simulated industry compete against each other in a dynamic and competitive business environment.

Pre-Simulation Reading: One week before the opening lecture, the students would be emailed instructions by BTL to register for the simulation and create their user name and passwords. There would also be pre-simulation reading and a small exercise. This is approximately 4 hours 'Own Time Work (OTW) and students would have a full week to do it.

Broad scheduling and timelines are given below. (these are approximate and will be time tabled as mutually convenient to both parties)

Day 1 and Day 2: Simulation Opening Lecture Series: (ONLINE). The Day 1 and Day 2 Lectures will be delivered online by BTL facilitator Mr Veer Mehta.

Day 1:

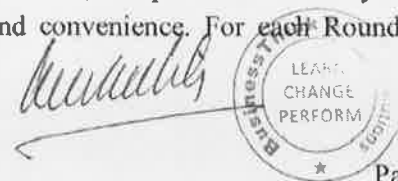
§ From 8.45 AM to 1 PM. (full batch) This session is to familiarize the students thoroughly with the simulation interface. Post this session the students would do Capstone practice round 1 as *teams*. This practice round is approximately 2~4 hours work.

Day 2:

§ From 9 AM to 1 PM. This is to debrief the students on Capstone practice round 1 (done on Day 1) and clear queries.

Day 3 till Approximately Day 55: Simulation Practice and Competition Rounds: These are done by the students as team OTW (own time work). Details as below.

§ Students will now do Practice Rounds 2, 3 and 4. Practice rounds are *not* graded and are simply to enhance the student's understanding and generate greater confidence in handling multiple business functions and variables concurrently. Each round takes 2~4 hours 'OTW i.e own time work.. Generally a 5 day window (a 20 hour window) is given to do each round (i.e., 2~ 4 hours OTW). Hence, this provides flexibility to students to work at their own pace and convenience. For each Round students



would receive a customized, detailed online debrief, detailing their business performance along with detailed analysis and critique.

§ After Practice Round 4, students begin Competition rounds. These are Competition Rounds 1 to 8. These *are graded*. Once again, for each Round students would receive a customized, detailed online debrief, detailing their business performance along with detailed analysis and critique.

§ These 11 rounds (three practice and eight competition) will take approximately 50~ 55 days (at the pace of one round every 4~5 days). The pace / intensity could be varied as per need and context.

§ This pace can also be one round per 2 or 4 or 5 days as per student convenience and commitments or as decided between BTL and NLDIMSR.

NOTE: After finishing the Capstone rounds, students are well prepared, ready and eager for this individual exam.

Any Day from Day 55 to Day 58 : Individual Final Business Competency Examination:

§ Suggested Time: A 4 day window can be provided to the students to complete the exam. The exam needs 6-7 hours working time.

§ NOTE: After finishing the Capstone rounds, students are well prepared, ready and eager for this individual exam.

§ This examination is:

- Individual
- Online (students have to login to the Capstone website and take the exam)
- Self-paced
- Open-book with calculators permitted
- Single sitting.
- Non- proctored

Any One Day from Day 59 to Day 60 : Final Consolidation and Debrief Lectures
Online by BTL facilitator. This is a two hour online session. Here students will be



provided an exhaustive and consolidated analysis of their business performance along with reflection and lessons learnt.

Final
Results

Compiled marks of Capstone (done as a team) and final exam (done individually) would be submitted by BTL to NLDIMSR within 7 working days of the final lecture.

There will be 50% weightage to each- team work and the final exam.

Grading would be done by NLDIMSR as per their grading policy.





N. L. Dalmia[®]
Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

Data Analytics with Python & R - Batch 2020-22



DATA ANALYTICS WITH EXCEL, PYTHON & R

“ The goal is to turn data into information, and information into
INSIGHT”

- Carly Fiorina, Former CEO of HP



Data Analytics with Excel, Python & R

ForeVision Corporate Profile

About ForeVision

- ❑ Skills Enhancement **Training & Consulting** Organization
- ❑ Enhancing Performance by **Developing Competencies**
- ❑ **Hands-on, Practical & Activity Based Learning** with **Industry Exposure**
- ❑ **Trainer Pool** of Working Professionals from Leading Organizations & Top Institutes
- ❑ Customized Trainings with Online Support
- ❑ ForeVision Training Centers in Mumbai, Delhi & Bengaluru
- ❑ High quality Learning experience with **80% repeat customers**

Few of Our Clients



9+

Years of Training
Experience

80+

Institutes & Corporate
Clients

18000+

Happy & Satisfied
Learners

4.6+ / 5

Avg Feedback Rating

Data Analytics with Excel, Python & R

Training workshop full of practical case studies, exercises & live demos for maximum benefit

Module 1 – Data Analytics with Excel

- ❑ Statistical Formulas – STDEV, CORREL, SLOPE, COVAR, VAR etc
- ❑ Installing Data Analysis Toolpak
- ❑ Linear Regression
- ❑ Linear Forecasting
- ❑ ANNOVA, T-Test, F-Test
- ❑ Normal Distribution
- ❑ Frequency, Histogram, Pareto etc

Module 3 – Python Libraries & Data Visualization

- ❑ Numpy library intro and functions
- ❑ Pandas
- ❑ Data frame operators
- ❑ Packages import export and installation
- ❑ Data Visualization with Matplot library & seaborn lib
 - ❑ EDA Analysis and its relevance
 - ❑ Basic codes for EDA along with the library functions of matplotlib and seaborn

Module 5 – Introduction & Basics of R

- ❑ Introduction to R
- ❑ Variables & Data Types
- ❑ Logical Operators
- ❑ Vectors
- ❑ Lists
- ❑ Matrix
- ❑ Data Frame

Module 2 – Introduction to Python & Basic Coding

- ❑ Introduction to programming and its pes
- ❑ How to download python and installation
- ❑ Familiarity with the python environment
- ❑ Import and export files and its handling
- ❑ Introduction to basic coding skills and syntax
- ❑ List, Loop, Functions (print, mean median, mode etc)

Module 4 – Python Implementation

- ❑ Data Indexing
- ❑ Time Series Analysis
- ❑ Web scrapping data / Using API

Module 6 – R Implementation

- ❑ Functions in R
- ❑ Data Manipulation
- ❑ Data Visualization
- ❑ Time Series Analysis



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(A School of Excellence of N. L. Dalmia Educational Society)

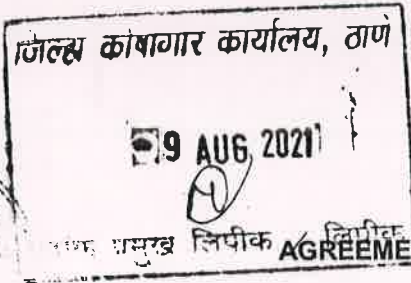
Finance Fintech Batch 2020-22



महाराष्ट्र MAHARASHTRA

2021

BD 806186



This Agreement for Training Services ("Agreement") made on this 12th August, 2021

Between

N. L. Dalmia Institute of Management Studies and Research, Shrishti, Sector – 1; Mira Road East, Mumbai Metropolitan Region 401107, established by the Niranjanlal Dalmia Educational Society, which is a 'public charitable trust' registered under the Maharashtra Public Trusts Act, 1950 and a 'Society' under the Societies Registration Act, 1860, (hereinafter referred to as the "**Service Receiver**" which, expression unless it is repugnant to the context or meaning thereof, shall be deemed to mean and include its successors, representatives and permitted assigns) of the **ONE PART**;

AND

IMARTICUS LEARNING PRIVATE LIMITED, a Company incorporated under the provisions of the Companies Act, 1956, having its Registered Office at 5th Floor, B – Wing, Kaledonia, HDIL Building, Sahar Road, Andheri East, Mumbai – 400058 (hereinafter referred to as the "**Service Provider**" which expression, unless it is repugnant to the context or meaning thereof, shall be deemed to mean and include its successors, representatives and permitted assigns) of the **OTHER PART**.



Service Receiver and the Service Provider are individually referred to where the context permits as a "Party" and collectively as the "Parties".

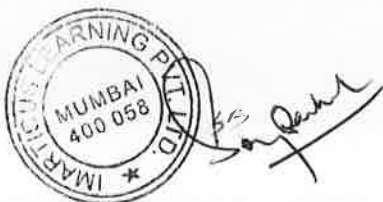
WHEREAS

- A. The Service Receiver is engaged in providing education.
- B. The Service Provider is engaged in providing learning & development services to various companies; and
- C. The Service Provider has represented that it has the required expertise, skill and manpower to provide the Services referred to in Annexure 2 to this Agreement ("the Services") and is interested in providing such Services to Service Receiver, and Service Receiver based on the representation made by the Service Provider is interested in availing the Services subject to the terms and conditions stipulated herein.

NOW THEREFORE, IN CONSIDERATION OF THE COVENANTS AND MUTUAL PROMISES SET FORTH HEREIN, THE PARTIES HERETO AGREE AS FOLLOWS:

1. SERVICES

- 1.1 In accordance with this Agreement, the Service Provider agrees to provide the Services as may be required and confirmed by Service Receiver. Service Receiver shall issue a Purchase Order ("PO") to the Service Provider indicating the name and date of the training program as may be required by Service Receiver, and the Service Provider shall conduct the training program accordingly. The details pertaining to the Services such as the name of training program, duration, fees etc., are listed in the Schedule A attached hereto and made a part hereof.
- 1.2 The Service Provider shall develop the training program based on the inputs received from Service Receiver. The Service Provider shall furnish training materials such as participant's guide, facilitator's PPT, lab exercises, case studies, assessments and any other relevant reference material in form of soft copy and hard copy to Service Receiver as may be mutually agreed ("Materials" as defined in Article 7) for all Services under this Agreement. Unless otherwise agreed, all trainings and the Materials shall be in English.
- 1.3 The Service Provider shall maintain records of all the participants for all training and award participant course completion certificates, as applicable, to participants who successfully complete a course, as determined by mutual discussions in respect of each program.



2. WARRANTIES AND REPRESENTATIONS

2.1 The Service Provider represents and warrants that it will provide the Services in a diligent, good and workmanlike manner consistent with the highest professional standards and quality.

2.2 The Service Provider acknowledges and confirms to Service Receiver that:

2.2.1 The Service Provider has not and will not provide, promise or offer any illegitimate benefit to any person including any employee or officer of Service Receiver in connection with or arising from the entry into or the performance of obligations under this Agreement, or in order to have business from Service Receiver pursuant to this Agreement or otherwise. For avoidance of any doubt, illegitimate benefit means any benefit or advantage (whether in cash or kind) which is not legitimately due to the recipient, and includes any bribe or kickback; and

2.2.2 Service Receiver follows anti-bribery policy, which prohibits the offering, giving, solicitation, or acceptance of any bribe, whether by way of cash or other inducements. The Service Provider undertakes to adhere to a similar policy. If at any time, it is found that the Service Provider is not adhering to the anti-bribery policy stated herein, Service Receiver reserves the right to terminate this Agreement, forthwith without any reference or notice to the Service Provider.

3. PAYMENT TERMS

3.1 Service Receiver shall pay to the Service Provider, for the Services provided, in accordance with the fee structure detailed in the Annexure 1.

3.2 The Service Provider shall submit the invoice(s) along with all required documents upon completion of the respective training session. The Service Receiver shall pay to the Service Provider within Thirty (30) days from the date of receipt of the invoice.

3.3 If Service Receiver fails to pay an undisputed invoice within its due date for payment, the Service Provider reserves the right to charge interest at the rate of 12% per annum on the overdue amount from the due date up to the date of actual payment.

3.4 It is agreed that, Service Receiver shall be liable for any expenses incurred by the Service Provider towards travel, accommodation or local conveyance etc for providing such services.



A handwritten signature in black ink, consisting of a stylized 'B' followed by a horizontal line.



3.5 The invoices shall be addressed to:

| Program Head – PGDM

Sector 1, Srishti, Mira Road (E), Thane (MMR) 401107

Attn: Tarun Agarwal

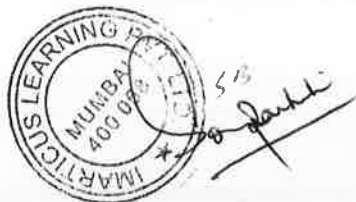
M: +91-9819022999

4. CANCELLATION

- 4.1. The Service Provider is not entitled to cancel any confirmed training session without prior written permission from the Service Receiver. The Service Provider agrees to reschedule and hold another training session covering the same contents within three months of the date on which such cancelled session was originally proposed to be held. Service Receiver shall not be liable to pay for cancellation of any confirmed training session, if Service Receiver notifies the Service Provider in writing at least 7 working days in advance of the scheduled session regarding cancellation of such confirmed training session. If Service Receiver does not notify the Service Provider in writing at least 7 working days in advance of the scheduled session regarding cancellation of any confirmed training session, the Service Provider shall be entitled to a cancellation charge of 10% of the total cost of such confirmed training session.

5 CONFIDENTIALITY

- 5.1 The Parties herein acknowledge that each Party will be disclosing the Confidential Information to the other Party and which, if improperly used or disclosed by the Receiving Party, could cause irreparable harm to the Disclosing Party. For the term of this Agreement and for a period of five years thereafter, each Party shall hold all Confidential Information disclosed to it by the other Party in confidence and use that Confidential Information solely in connection with the performance and delivery of the Services hereunder and for no other purpose. If there is a breach of confidentiality, the non-breaching party may be entitled to seek injunctive relief in addition to any other remedies as the non-breaching party may have at law or equity.
- 5.2 "**Confidential Information**" shall mean and include, but is not restricted to all non-public information of either Party that is technical and commercial concerning business, books of record and account, data systems, software, services, any materials, trade secrets, know-how, formulae, processes, algorithms, ideas, strategies, inventions, data, network configurations, system architecture designs, flow charts, drawings, proprietary information, business and marketing plans, financial and operational information, and all other non-public information, material or data relating to the current and/ or future business and operations, wages related information provided by the disclosing party ("**Disclosing Party**") to the other Party ("**Receiving Party**"). pursuant to this Agreement, or any other information which may come to the knowledge of the Recipient and is marked as Confidential Information. Confidential Information shall not include information which (a) is already in the Receiving Party's possession at the time of receipt from the Disclosing Party; (b) is or later becomes public through no fault of the Receiving Party; (c) is lawfully received from a third party having no obligation of confidentiality to the Disclosing Party; (d) is required by law to be



disclosed; or (e) is independently developed by the Receiving Party who did not have access to the Confidential Information.

6 INTELLECTUAL PROPERTY RIGHTS

- 6.1 The material used shall not infringe any third party IPR and the Service Provider shall, materials in which Service Providers IPR subsists, identify and mark appropriately before sharing the material.
- 6.2 Service Receiver shall not conduct training, sell, sublicense, or otherwise make the Materials available to third parties for any reason, and shall not reproduce, alter, or create derivative works from such Materials, except as specifically authorized herein, without the Service Provider's prior written permission.

7 OWNERSHIP OF MATERIALS

- 7.1 The Service Provider retains all intellectual property rights and interest to the pre-existing courseware and the related intellectual property that the Service Provider uses to deliver the Services hereunder and all derivatives thereof (collectively, "Materials").

8 NON-SOLICITATION

- 8.1 During the term of this Agreement and for a period of one (1) year thereafter, neither Party shall directly or indirectly, hire or solicit any employee of the other Party, who has been introduced pursuant to this Agreement, without prior written consent of the other Party. The foregoing does not, however, restrict either Party from employing the other Party's employees who seek employment with such Party as a result of a general advertisement released in public domain.

9 TERM AND TERMINATION

- 9.1 Both Parties agree and confirm that the Term of the Contract shall be deemed to have been commence from **7th July, 2021** and shall continue till **6th July, 2024** (3 Years), unless terminated earlier as set forth hereunder (the "Term"). This Agreement may be extended or renewed for further terms as mutually agreed by the Parties herein. Either party may terminate this Agreement at any time without assigning any reason whatsoever, with prior written notice of 30 days to the other Party. Following any termination/expiration of this Agreement, Service Receiver shall be liable to pay for the following: (i) all Services performed by the Service Provider; and (ii) all pre-approved expenses (if any) incurred by the Service Provider on Service Receiver's behalf.
- 9.2 Termination of this Agreement shall not affect (a) obligations accruing prior to the effective date of termination, or (b) any obligations which are intended to survive termination of this Agreement.



10 INDEMNITY

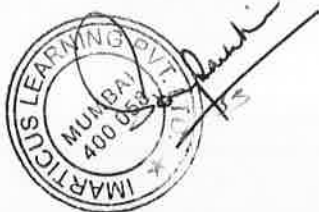
- 10.1 The Service Provider agrees to indemnify, defend and hold harmless Service Receiver, its trustees, officers, employees and agents, from and against any third party claims, demands, loss, damage, directly related to the Services referred to herein resulting from any act or omission of the Service Provider, and in particular; (i) any claim that the Materials furnished or delivered under this Agreement or use thereof by Service Receiver infringes or misappropriates any copyright, trade secret, or other proprietary or confidentiality right of any third party; (ii) any actual or threatened breach by the Service Provider of its confidentiality obligations under this Agreement; and (iii) any violation of applicable laws, rules and regulations by the Service Provider.
- 10.2 Service Receiver agrees to indemnify, defend and hold harmless the Service Provider, its officers, directors, and employees from and against any third party claims, demands, loss, damage, liability, causes of action, judgments, or costs and expenses of every nature (including attorney's fees and expenses) related to Service Receiver; (i) a claim of IPR infringement against the Service Provider resulting from Service Receiver's unauthorized use of the Materials; and (ii) any violation of applicable laws, rules and regulations by Service Receiver.

11 LIMITATION OF LIABILITY

- 11.1 Neither Party's liability to the other Party arising out of or in connection with this Agreement shall exceed, in the aggregate, the total fees payable by Service Receiver to the Service Provider for the Services performed under this Agreement.
- 11.2 Neither Party shall be liable to the other Party for any special, exemplary, indirect, incidental, consequential or punitive damages of any kind or nature whatsoever including, without limitation, loss of revenues, profits, savings or business), whether in an action based on contract, warranty, strict liability, tort, negligence or otherwise, even if such Party has been informed in advance of the possibility of such damages or such damages could have been reasonably foreseen by such Party.

12 ARBITRATION

- 12.1 In the event any dispute or difference arises, in connection with the interpretation or implementation or validity or otherwise arising out of or in relation to this Agreement, the Parties shall attempt in the first instance to resolve such dispute through friendly consultations. If the dispute is not resolved through friendly consultations within thirty (30) days from the date of commencement of discussions or such longer period as the Parties agree in writing, then either party may refer the dispute to arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996. Such arbitration shall be conducted by a sole arbitrator to be mutually appointed by both the Parties. The exclusive venue and seat for arbitration shall be Mumbai. The arbitration proceedings shall be conducted in the English language.



13 GOVERNING LAW & JURISDICTION

13.1 This Agreement shall be governed by the laws of India. Subject to clause 12 above, the courts of Mumbai shall have the exclusive jurisdiction for any litigation that may arise out of this Agreement.

14 MISCELLANEOUS

14.1 **Subcontracting:** The Service Provider may, with the prior written consent of the Service Receiver, engage qualified and experienced freelancers with adequate subject knowledge for performing the Services under this Agreement. Any consent to such subcontracting shall not relieve the Service Provider from any liability or obligation under the Agreement and the Service Provider shall be fully responsible for the acts and/or omissions of its freelancers / sub-contractors as if they were acts, omissions, defaults or negligence of the Service Provider.

14.2 **Force Majeure:** Neither party shall be responsible for delays or failure of performance resulting from acts beyond the reasonable control of such party. Such acts include, but are not limited to, acts of God, strikes, walkouts and riots, acts of war, acts of terrorism, epidemics, governmental regulations, power failures, earthquakes, or other disaster.

14.3 **Entire Agreement, Modification and Severability, Non-exclusivity:** This Agreement supersedes all prior representations, negotiations, and agreements concerning the subject matter hereof and may not be modified except in a writing signed by both parties. This Agreement may not be amended except by a document in writing signed by both Parties. Invalidity or unenforceability of one or more provisions of this Agreement shall not affect any other provision herein. This arrangement is based on non-exclusivity; Service Receiver is free to engage any other service provider for the Services referred to herein or for any other or similar services.

14.4 **No Waiver:** The failure of a party to insist upon the performance of any provision of this Agreement or to exercise any right or privilege granted hereunder shall not be construed as waiving such provision, and the provision shall continue in force.

14.5 **Assignment:** Except as provided in para 14.1 hereof, the Service Provider shall not assign this Agreement (in whole or in part) or any rights hereunder to a third party without the prior written consent of the Service Receiver. This Agreement shall bind and inure to the benefit of the Parties and their respective successors and permitted assigns.

14.6 **Independent Contractors:** Nothing contained in this Agreement is to be construed to constitute Service Receiver and the Service Provider as partners or joint ventures of each other. It is the intention of both parties that the relationship between Service Receiver and the Service Provider shall at all times be that of independent contractors.



IN WITNESS WHEREOF, the Parties hereto have set their hands at the place and on the day and year first above written.

**For N. L. Dalmia Institute of Management
Studies and Research**

Signature: _____



Name: Vijay Ramchandran
Designation: Director



For Imarticus Learning Private Limited

Signature: _____



Name: Sonya Hooja
Designation: Director

Annexure 1 - Charges towards Services

The duration for the program would be 32 hours

The Commercial would be as below :

Number of Batches	Commercial Per Batch
2	1,70,000 + Tax Extra
3	1,60,000 + Tax Extra



Annexure – 2 Fintech Program Schedule

Fintech Program Schedule



Day 1

Fintech

- Introduction to Financial Technology
- Fintech Business Models
- Future of Money
- Breaking the Financial Services Value Chain
- Regtech
- Fintech and Regulation
- Open Banking
- Neo Banking
- Fintech Module_Future of Fintech_API

Day 2

Artificial Intelligence and Machine Learning

- Artificial Intelligence And Applications
- Machine Learning & Data Analytics
- Introduction To Machine Learning
- Deep Dive
- NLP in BFSI
- Future of AI

Day 3

Blockchain

- Introduction & Foundations
- Deep Dive - I
- Deep Dive - II
- Use Cases - BFSI
- Use Cases - Financial Services
- Use Cases - Others
- Landscape

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Signature

B



**Flntech
Program Schedule**



Day 4

RPA and BoTs

- RPA
- IPA
- BoTs
- Tools

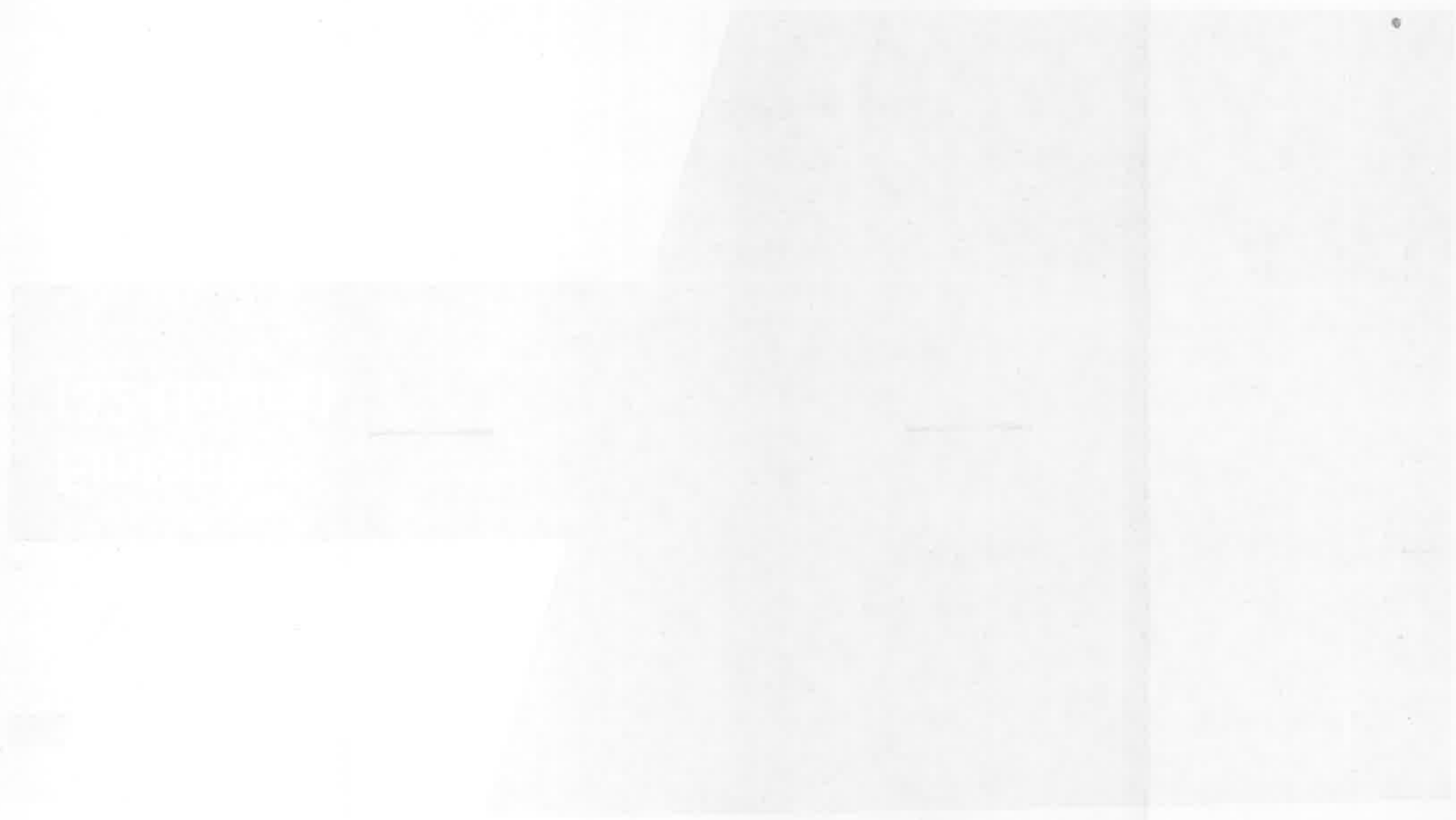


SS





Fintech (32 Hours)



C

●

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Date	Day	Time	Batch	Batch wise GoToMeeting Link	Duration	Trainer
July						
10	Saturday	9.00 to 1.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Aveek
		2.00 to 6.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Aveek
11	Sunday	9.00 to 1.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Aveek
		2.00 to 6.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Aveek
17	Saturday	9.00 to 1.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Nikhil
		2.00 to 6.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Nikhil
18	Sunday	9.00 to 1.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Nikhil
		2.00 to 6.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Nikhil
24	Saturday	9.00 to 1.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Nikhil
		2.00 to 6.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Nikhil
25	Sunday	9.00 to 1.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Nikhil
		2.00 to 6.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Nikhil
31	Saturday	9.00 to 1.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Manish
Aug		2.00 to 6.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Manish
1	Sunday	9.00 to 1.00	2	https://global.gotomeeting.com/join/76871	4 hrs	Manish
		2.00 to 6.00	1	https://global.gotomeeting.com/join/91131	4 hrs	Manish
			Total		32 hrs	

NL Dalmia I Batch 1 I FinTech

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Access Code: 911-316-133

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Fintech (32 Hours)

PROGRAM OVERVIEW

Sr. No	Topics	Sub-Topics	Duration
1	Fintech	<ul style="list-style-type: none"> • Introduction to Financial Technology • Fintech Business Models • Future of Money • Breaking the Financial Services Value Chain • Regtech • Fintech and Regulation • Open Banking • Neo Banking • Fintech Module_Future of Fintech_API 	Day 1 & Day 2 8 hours
2	Artificial Intelligence and Machine Learning	<ul style="list-style-type: none"> • Artificial Intelligence And Applications • Machine Learning & Data Analytics • Introduction To MachineLearning • Deep Dive • NLP in BFSI • Future of AI 	Day 3 & Day 4 8 hours
3	Blockchain	<ul style="list-style-type: none"> • Introduction & Foundations • Deep Dive - I • Deep Dive - II • Use Cases - BFSI • Use Cases - Financial Services • Use Cases - Others • Landscape 	Day 5 & Day 6 8 hours
4	RPA and BoTs	<ul style="list-style-type: none"> • RPA • IPA • BoTs • Tools 	Day 7 & Day 8 8 hours

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Finance Fintech Batch 2021-23 (A.Y. 2021-22)

Fintech

Training for NL Dalmia

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Experience

Organization	Title
Tassets (Fintech)	Co-Founder
EnKash (Fintech)	Director
HDFC Bank	Asst. Vice President
Bajaj Finance Ltd	Regional Manager
ICICI Bank Ltd	Senior Manager
Bank of Maharashtra	Manager

INTRODUCTION OF FACULTY

Academics

Institute	Qualifications
Indian Institute of Banking & Finance	Certified Bank Trainer (CBT) Certified Banking Associate (CAIIB)
Indian Institute of Management, Kolkata	Advanced program on Fintech & Blockchain
Symbiosis Institute of Business Management, Pune	MBA- Finance
Insolvency and Bankruptcy Board of India	Qualified IRP Insolvency Professional Examination
Foreign Exchange Dealers Association of India	Advanced training for trade finance professionals
New York institute of Finance	Certification on Fintech, Supply chain Finance and Blockchain

Fintech : What, Who, Why & How

WHAT IS FINTECH?

Fin (Financial services)
provided by
Tech (Tech based companies)



Key Factors



Better
technology



Better user
experience



Better TAT



Better risk
assessment

FIN-TECH VS TECH-FIN



Fin-Techs

Fin (Financial services)

provided by

Tech (Tech based companies)



Tech-Fins

Tech (technology-based solutions)

adapted by

Fin (Companies into Financial Services)

Existing

- Payment
- Supply Chain Finance
- SME Lending
- Insurance
- Invoicing
- Taxation
- Wealth management
- Share Trading
- Retail Lending
- Deposits
- Cards



New

- Wallets
- Reg-tech
- DeFi
- P2P Lending
- Embedded Finance
- Asset Tokens
- Crypto Currencies
- NFTs

WORLD'S LARGEST COMPANIES



Rank	Company name	Location	Market Cap	Fintech Arm?	Fintech Ecosystem?
1	APPLE INC	United States	\$2.1T	?	?
2	SAUDI ARAMCO	Saudi Arabia	\$1.9T	?	?
3	MICROSOFT CORP	United States	\$1.8T	?	?
4	AMAZON.COM INC	United States	\$1.6T	?	?
5	ALPHABET INC	United States	\$1.4T	?	?
6	FACEBOOK INC	United States	\$839B	?	?
7	TENCENT	China	\$753B	?	?
8	TESLA INC	United States	\$641B	?	?
9	ALIBABA GRP	China	\$615B	?	?
10	BERKSHIRE HATHAWAY	United States	\$588B	?	?

WORLD'S LARGEST COMPANIES



Rank	Company name	Location	Market Cap	Fintech Arm?	Fintech Ecosystem?
1	APPLE INC	United States	\$2.1T	Yes	Yes
2	SAUDI ARAMCO	Saudi Arabia	\$1.9T		?
3	MICROSOFT CORP	United States	\$1.8T	Yes	Yes
4	AMAZON.COM INC	United States	\$1.6T	Yes	Yes
5	ALPHABET INC	United States	\$1.4T	Yes	Yes
6	FACEBOOK INC	United States	\$839B	Yes	Yes
7	TENCENT	China	\$753B	Yes	Yes
8	TESLA INC	United States	\$641B		Yes
9	ALIBABA GRP	China	\$615B	Yes	Yes
10	BERKSHIRE HATHAWAY	United States	\$588B		Yes

INDIA'S LARGEST COMPANIES

Rank	Company name	Market Cap	Fintech Arm?	Fintech Ecosystem?
1	Reliance Industries Ltd	\$227.63 B	?	?
2	Tata Consultancy Services	\$194.17 B	?	?
3	HDFC Bank	\$135.94 B	?	?
4	Infosys Ltd	\$99.12 B	?	?
5	Hindustan Unilever Ltd	\$87.50 B	?	?
6	Housing Development Finance Corporation Ltd	\$69.58 B	?	?
7	ICICI Bank	\$67.73 B	?	?
8	Bajaj Finance Ltd	\$63.78 B	?	?
9	Bharti Airtel Ltd	\$55.02 B	?	?
10	Kotak Mahindra Bank	\$54.53 B	?	?

INDIA'S LARGEST COMPANIES

Rank	Company name	Market Cap	Fintech Arm?	Fintech Ecosystem?
1	Reliance Industries Ltd	\$227.63 B	Yes	Yes
2	Tata Consultancy Services	\$194.17 B		Yes
3	HDFC Bank	\$135.94 B	Yes	Yes
4	Infosys Ltd	\$99.12 B		Yes
5	Hindustan Unilever Ltd	\$87.50 B		Yes
6	Housing Development Finance Corporation Ltd	\$69.58 B		Yes
7	ICICI Bank	\$67.73 B	Yes	Yes
8	Bajaj Finance Ltd	\$63.78 B	Yes	Yes
9	Bharti Airtel Ltd	\$55.02 B	Yes	Yes
10	Kotak Mahindra Bank	\$54.53 B		Yes

WHAT DOES THE IMAGE REPRESENTS?

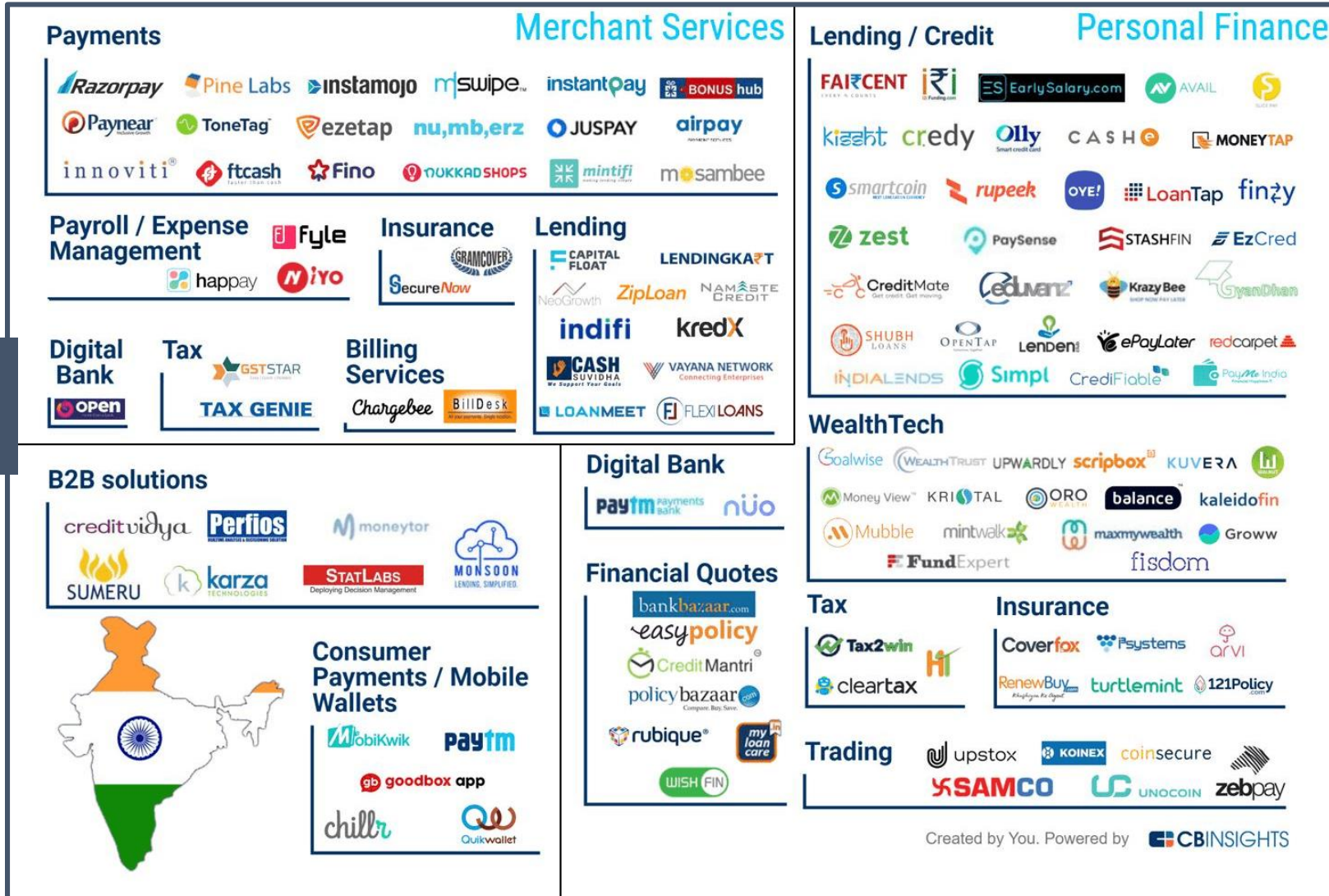


INDIA'S FINTECH EVOLUTION



	till 2010	2011 - 2012	2013 - 2014	2015-2016	2017 - 2018	2019 - 2020
PAYMENTS	Paytm, freecharge, Pine Labs, PayMate	mSuipe, Mobikwik, instamojo, Zaggie	novopay, Payswiff, Instant, pay	PhonePe, zeta, Perpule	PayNearby, CRED	twid, goDutch, fampay, NearPe
INVESTMENTS AND PFM	ZERODHA, FUNDSINDIA	scripbox, ArthaYantra	Trendlyne, ETMONEY	fisdorn, Groww, orowealth	INDwealth, CUBE Wealth, GoldenPi	wealthbucket, klub, GAPITA
INSURTECH	policybazaar, PolicyBoss	easypolicy	Coverfox.com	OCKO, RenewBuy, ETINSURE	coffee, digit, Riskcovry	BimaPe, ENSUREDIT, Plum, VITRAYA
LENDING MARKETPLACE	bankbazaar.com, APNA PAISA	Credit Mantri, onsitego	NAMASTE CREDIT	biz2credit, kredX		
CONSUMER LENDING	PayU		AVANSE, rupeek, redcarpet	LoanTap, MONEY TAP, GOLDUNO, InCred	AVAIL, grayquest, LAZYPAY, CreditWise	NAVI, JOD, kaarva
SME LENDING	CASHTREE, dhcop		NEOGROWTH, SME DIRECTOR, AYE, LENDINGKART	indifi, HAPPY	BRIDGE 2 CAPITAL, BharatPe	GetVantage
P2P LENDING		CASHKUMAR	FAIRCENT, Lendeni	RupeeCircle, finzy, Lendbox, Lendico	PaisaDukan	
FINANCIAL INCLUSION	ValueFit, Sub-K, Cropin	stellozpp		Prujee India, AVANTI	Jai Kisan, kaleidofin, NIRA	Ujari, gromó
NEOBANK / ACCOUNTING			Razorpay	MyShubbLife, niyo	chqbook.com, open, OkCredit, Khatabook	ZIKZUK, epi, wairus
EMBEDDED FINANCE	Flipkart	amazon	CARS24	SHOPX, Udaan, PayM, OLAMONEY		
REGTECH	AUTHBRIDGE, Jocata, VAYANA NETWORK	onfido, IDfy	Auth0	karza, SIGNZY, SignDesk	PIChain	
FINTECH ENABLERS	Perfios, fime, qualtech	finflux, nu, mb, erz	Glib, Arya.ai, rupeepower, YAP	InteGREAT, CredoLab	The Digital Fifth, CATEINA, LOKTATA, GPS	DECENTRO

FINTECH ECOSYSTEM OF INDIA



FINTECH : OPPORTUNITIES FOR MBAS



FinTech's

- Product
- Integration
- Alliances
- Sales
- Marketing



Banks/FIs

- Product
- Alliances
- Digital Solutioning
- Strategy



Corporates

- Corporate Finance
- Alliances
- Procurement
- Digi-sales



Others

- Content
- VC & PEs
- Consultancies
- Advisory
- Education
- Own business ?



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Fintech

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Factors for Digital Disruption

FACTORS OF DIGITAL DISRUPTION



S

Social



M

Mobile



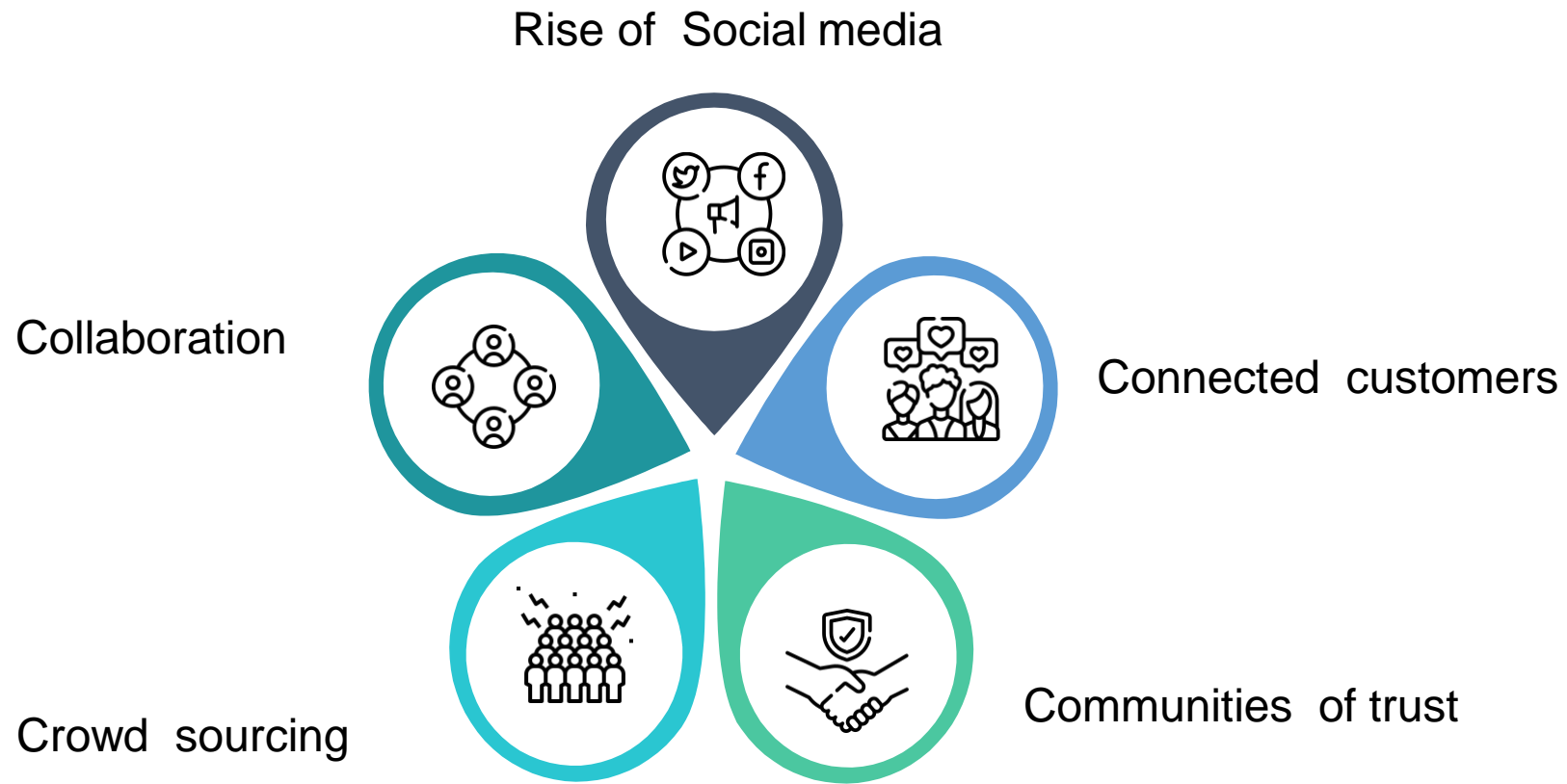
A

Analytics

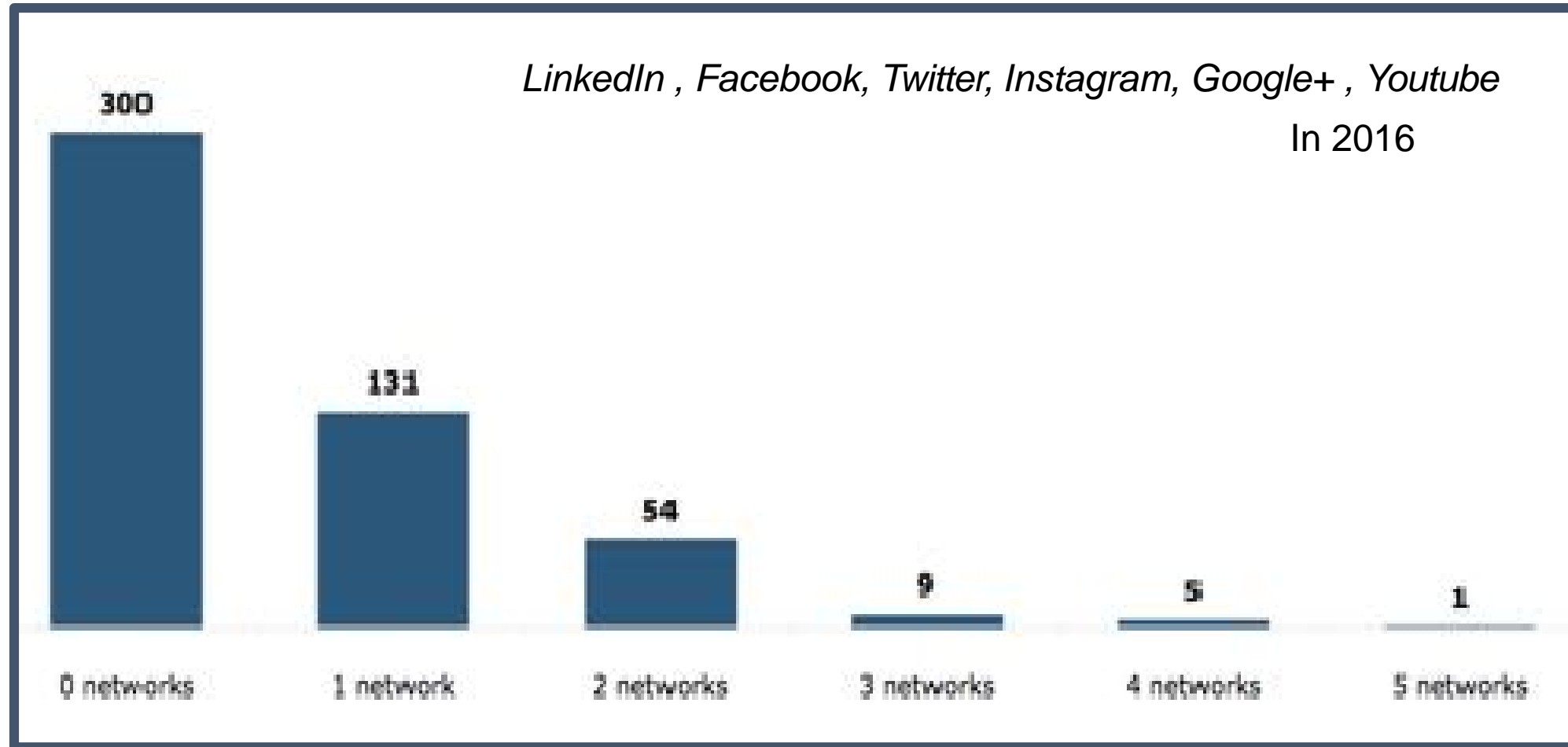


C

Cloud



FORTUNE 500 CEO PRESENCE IN SOCIAL MEDIA



CHALLENGES FOR SOCIAL



Is social a part of my strategy?

Is social for B2B?

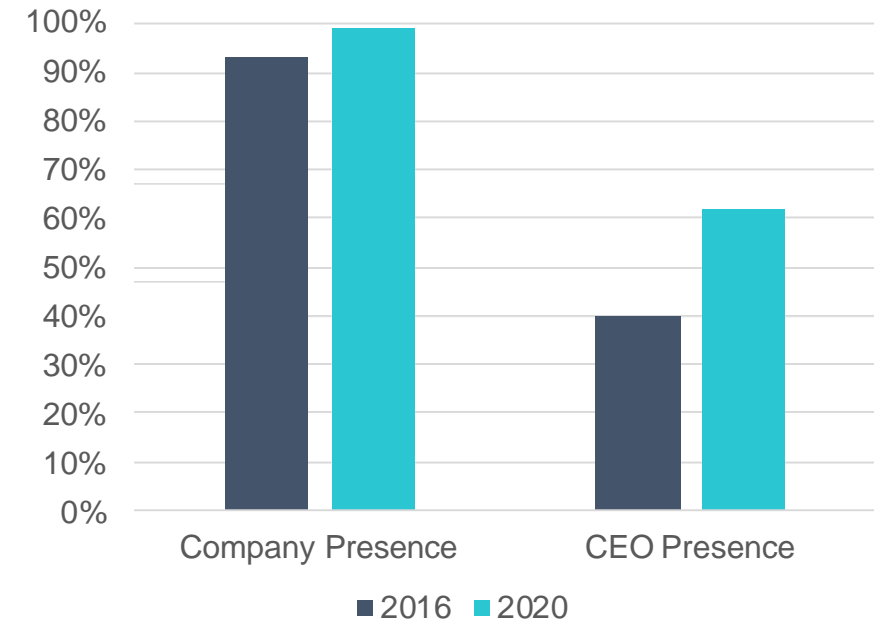
How do I measure social activity and what does it mean?

How many social channels and how deep we wade in each?

Do we market or do we listen?

What is my ROI on social?

Social Media Presence of Fortune 500 Companies



MOBILE

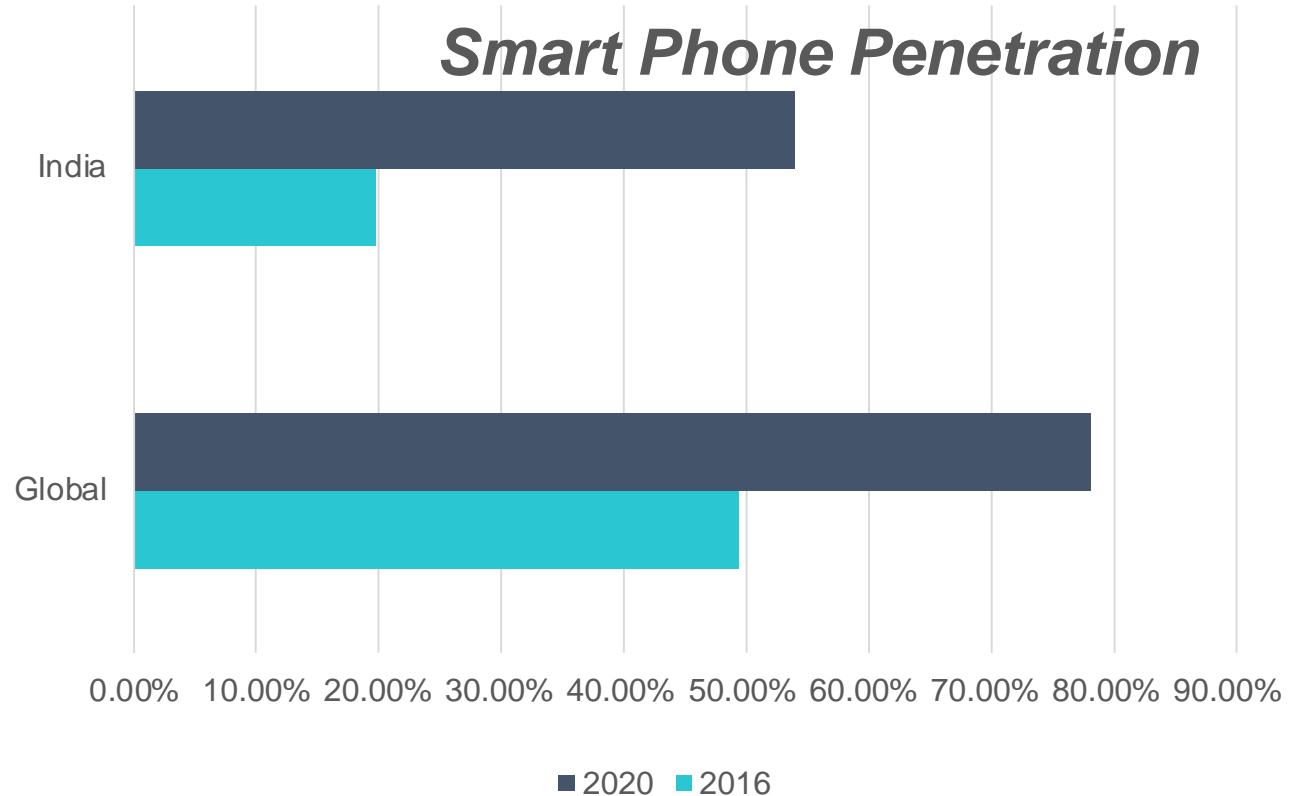
Value through micro-moments

Innovation on the move

Geo-tagging

Customer Connect

Augmented reality



Top 10 Countries Ranked by Proximity Mobile Payment User Penetration, 2019 % of smartphone users



CHALLENGES OF MOBILE STRATEGY



Attention

- Is there an app for everything?
- How to increase customer attention span?



Privacy

- What datapoints should I collect?



Offline strategy

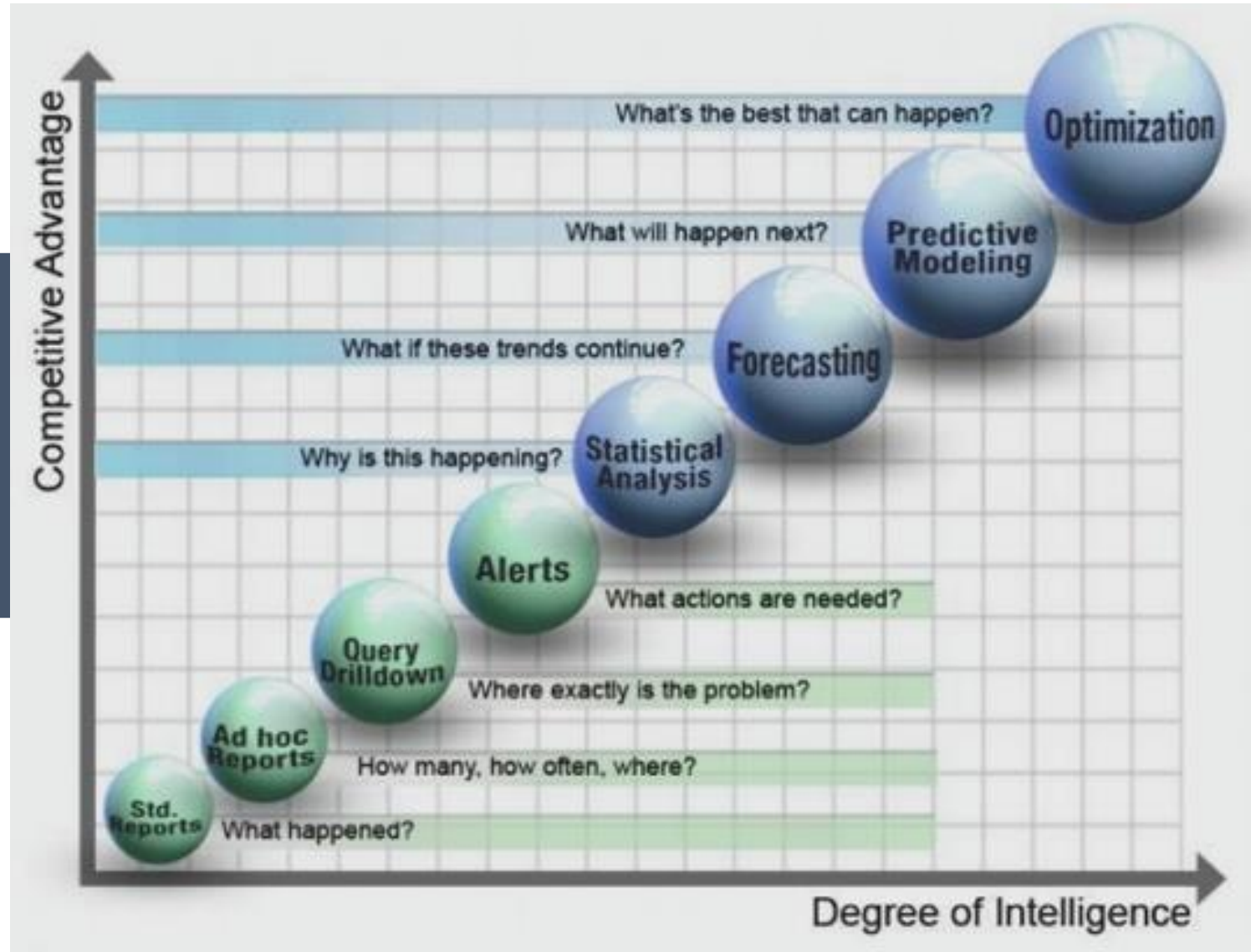
- Should I have offline sales strategy?
- Should I have offline marketing strategy?



Security

- Transaction Security
- Data Security

ANALYTICS



CHALLENGES IN ANALYTICS.

Business intelligence or business analytics? Isn't reporting analytics?

To dashboard or not to dashboard?

Descriptive, predictive or prescriptive analytics? What's my ROI on analytics?

Who do I recruit to lead analytics – statisticians, computer scientists or MBAs?

Big Data – use cases and implementation nightmares?



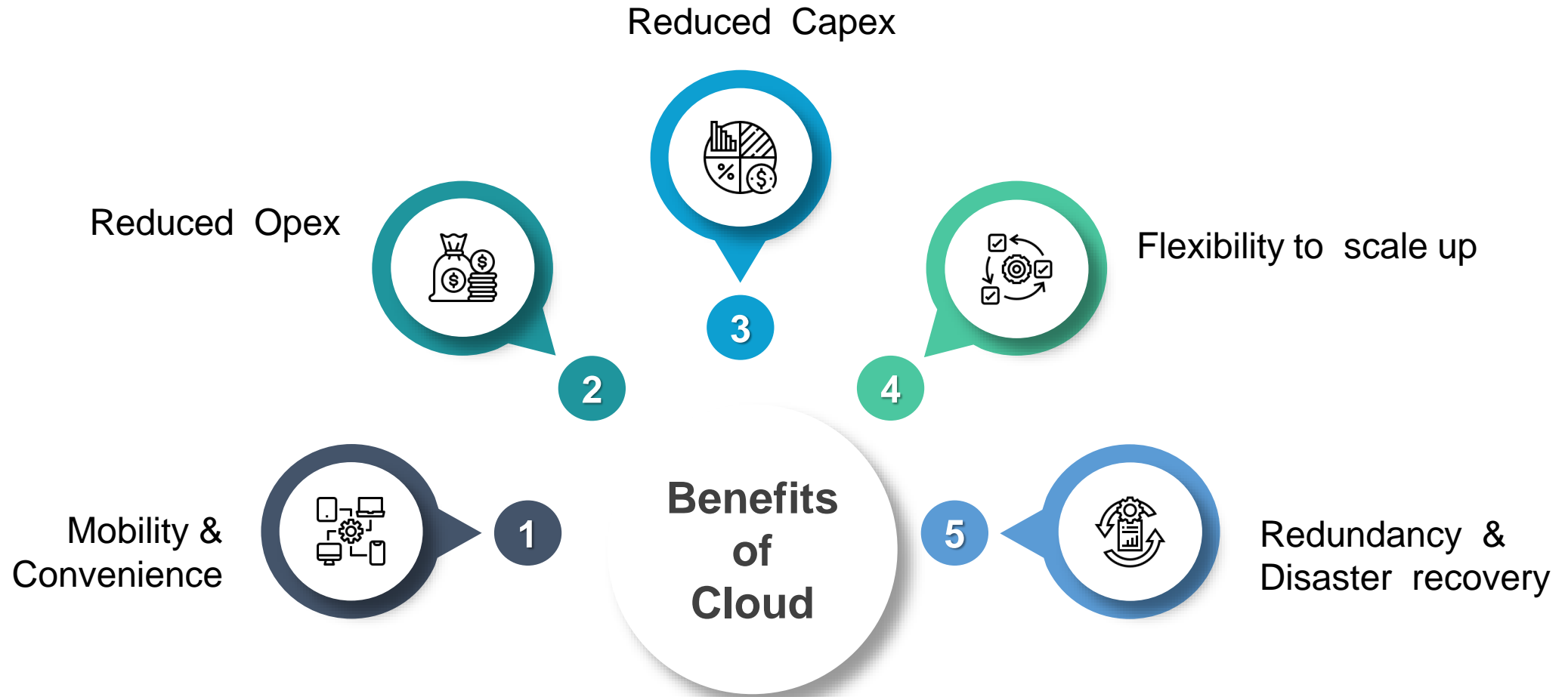
CLOUD

- A virtual machine / A storage space at DCs
- Available on demand

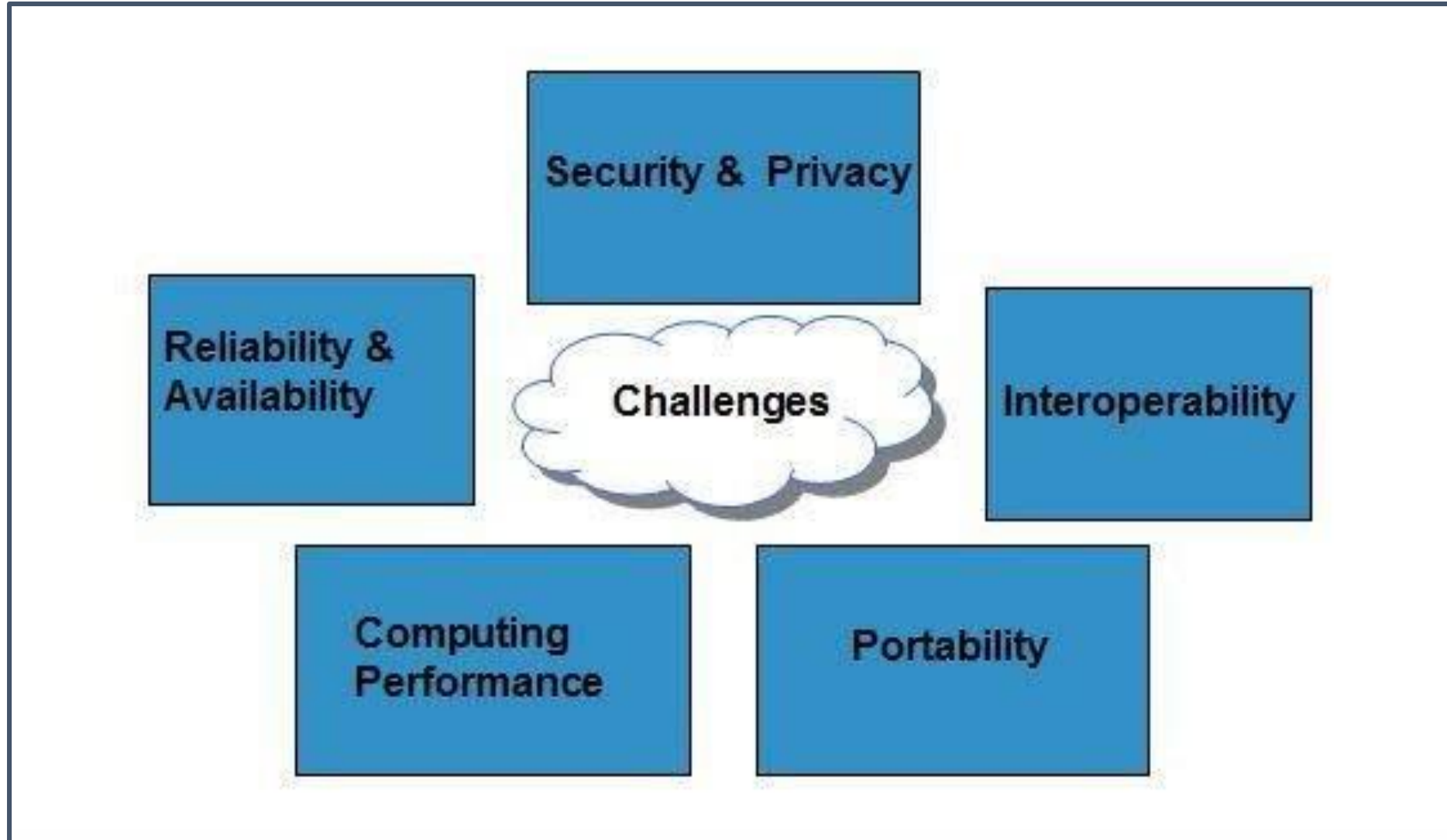
Top Cloud storage providers?

- Amazon Web Services
- Google Cloud
- Microsoft Azure
- Digital Ocean
- Hostgator





CHALLENGES OF CLOUD



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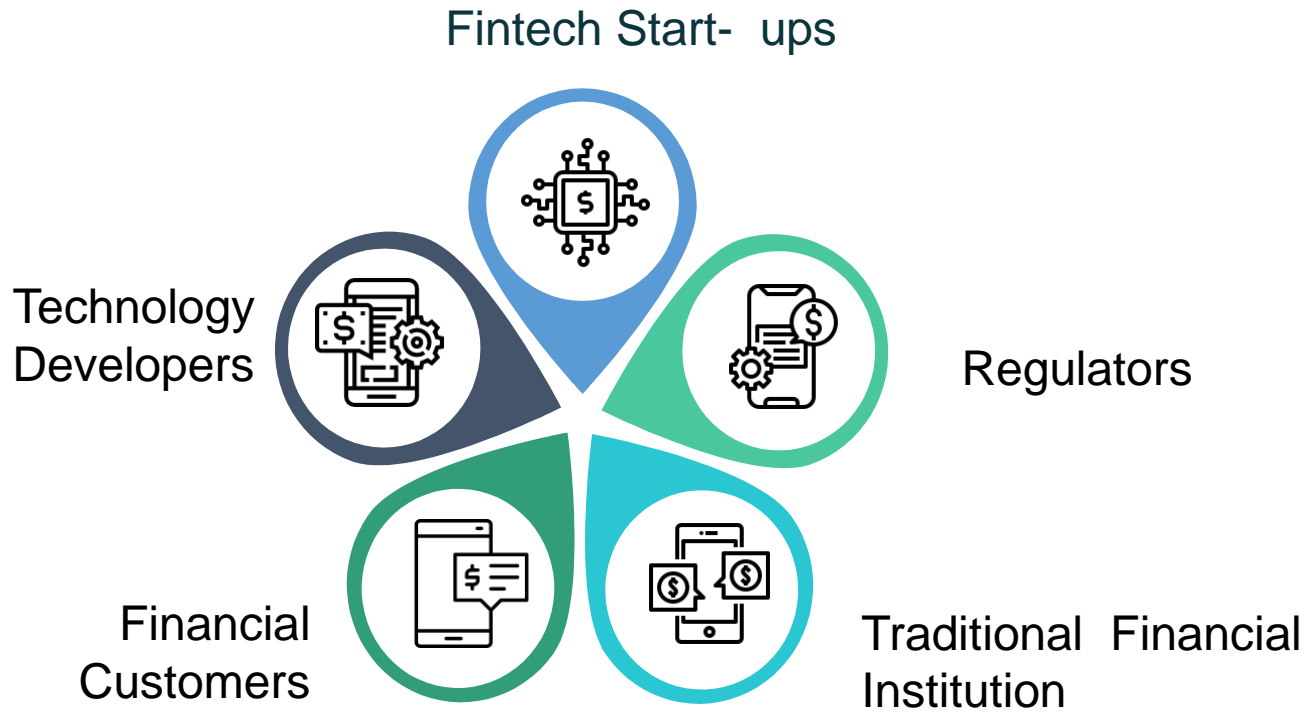
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Factors for Digital Disruption

FINTECH ECOSYSTEM



WORLD'S LARGEST COMPANIES

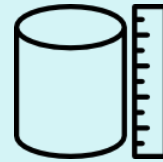


Rank	Company name	Location	Market Cap	Into Payments?
1	APPLE INC	United States	\$2.1T	Yes
2	SAUDI ARAMCO	Saudi Arabia	\$1.9T	
3	MICROSOFT CORP	United States	\$1.8T	Yes
4	AMAZON.COM INC	United States	\$1.6T	Yes
5	ALPHABET INC	United States	\$1.4T	Yes
6	FACEBOOK INC	United States	\$839B	Yes
7	TENCENT	China	\$753B	Yes
8	TESLA INC	United States	\$641B	
9	ALIBABA GRP	China	\$615B	Yes
10	BERKSHIRE HATHAWAY	United States	\$588B	

WHY FIN-TECHS TARGETED DIGITAL PAYMENTS FIRST?



Simplicity : Relatively simple compared to other financial products and services.



Volume: Payments are one of the most used retail financial services on a day-to-day basis



Lesser regulations: Payments are one of the least regulated financial services.

WHY FIN-TECHS TARGETED DIGITAL PAYMENTS FIRST?



Customer Acquisition:
Fintech companies focusing on payments are able to acquire customers rapidly at lower costs.

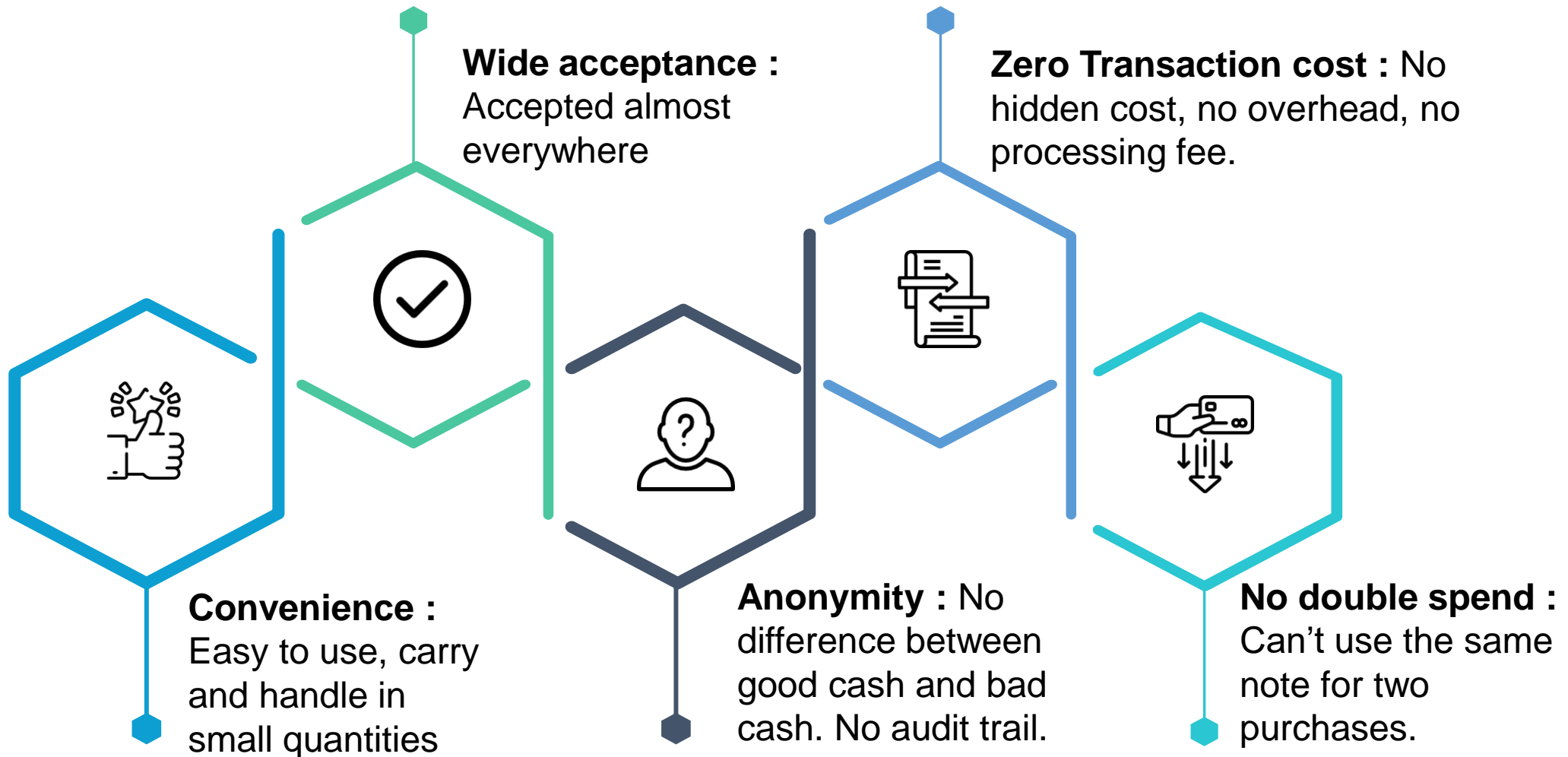


Easy onboarding: Least switching cost for customers

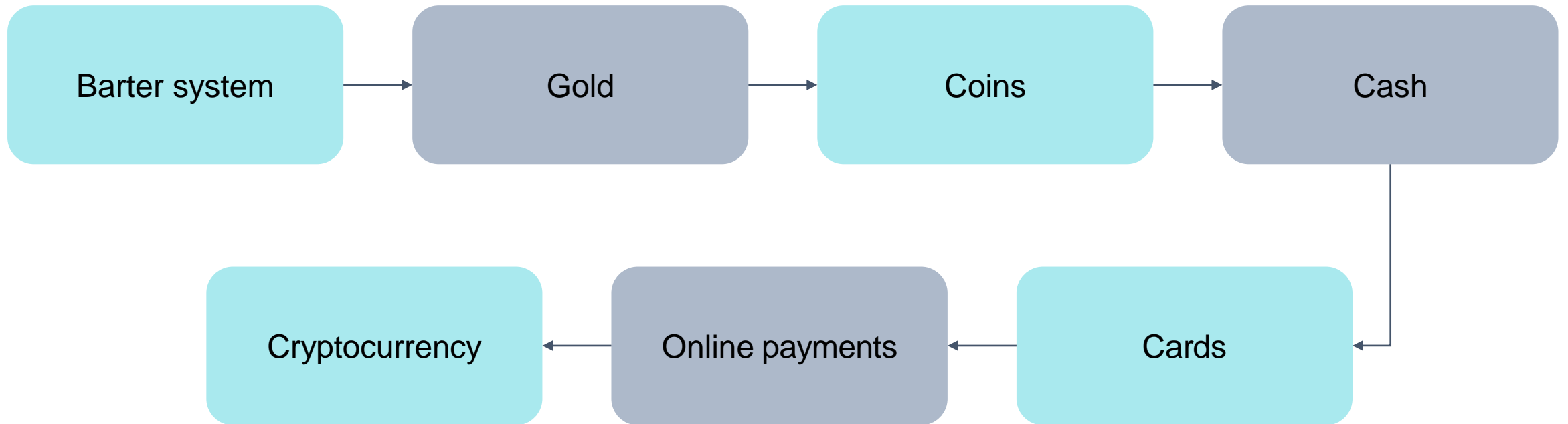


Customer Understanding:
Payment companies can understand purchase and sales patterns of customer and provide multiple solutions accordingly.

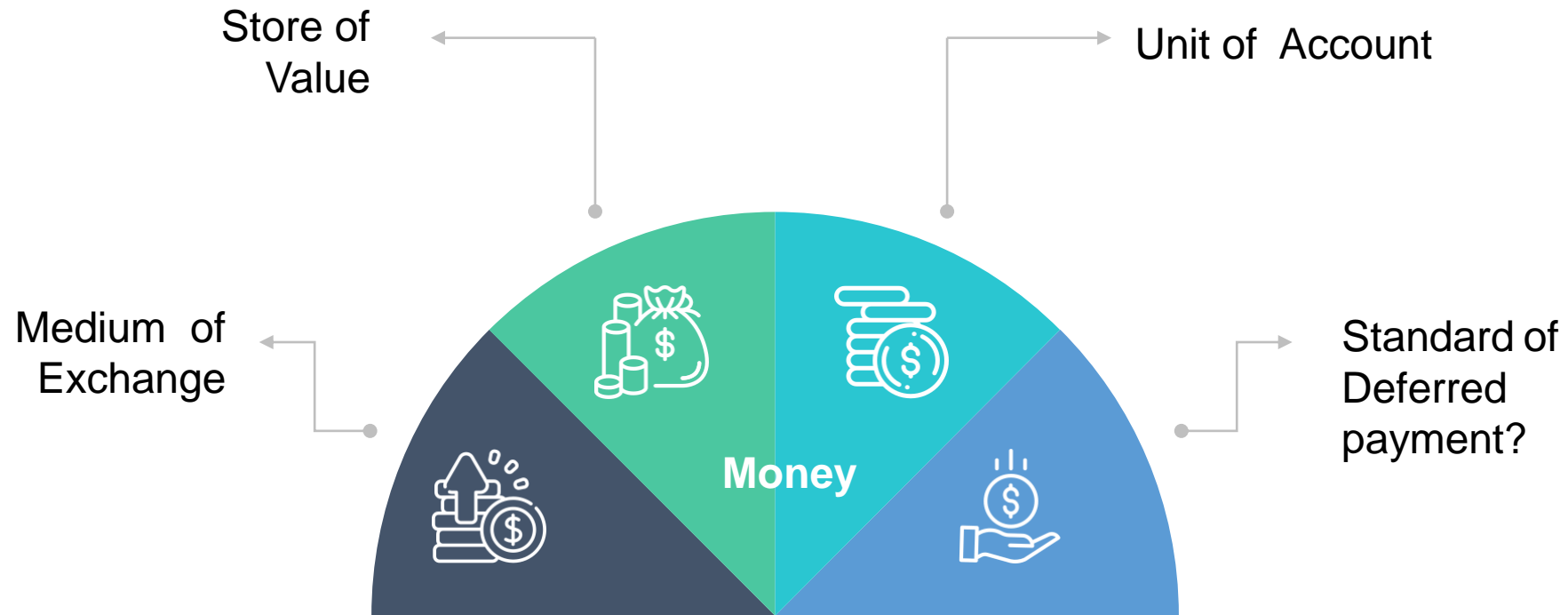
WHY CASH WAS/IS KING?



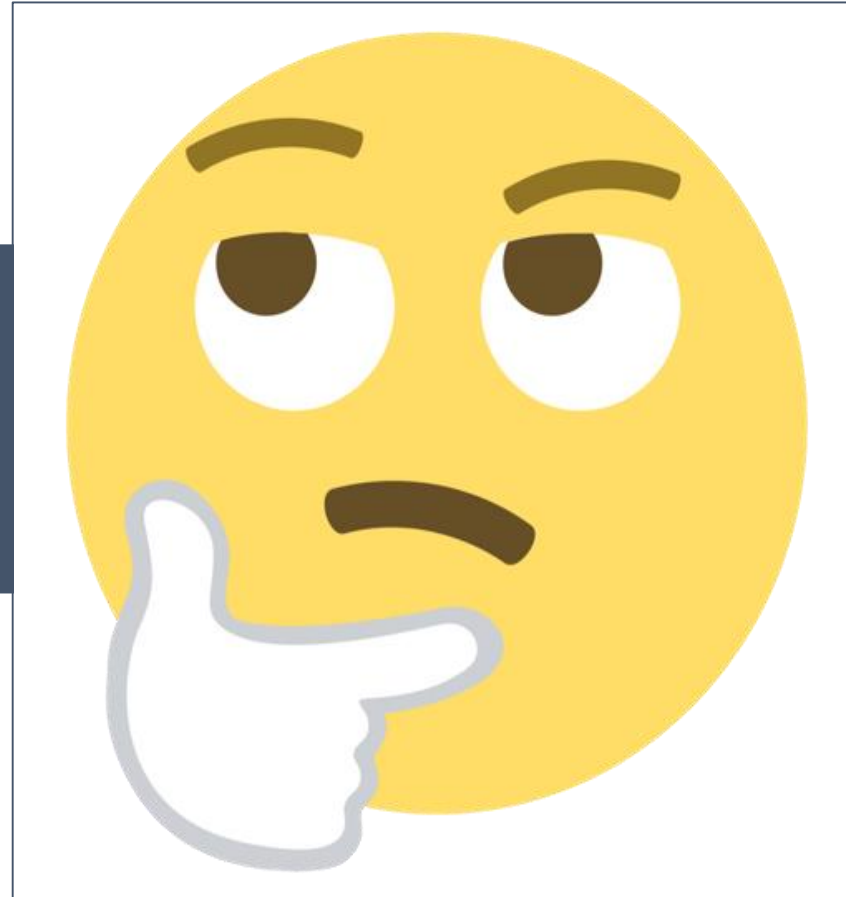
EVOLUTION OF MONEY



WHAT IS MONEY?



WHAT IS DIGITAL MONEY OR DIGITAL PAYMENTS?



DIGITAL PAYMENTS : OFFLINE VS ONLINE

01

Digital payment is not only applicable to e/m- commerce

02

It is equally applicable to Brick-n-Mortar (BnM) commerce too

03

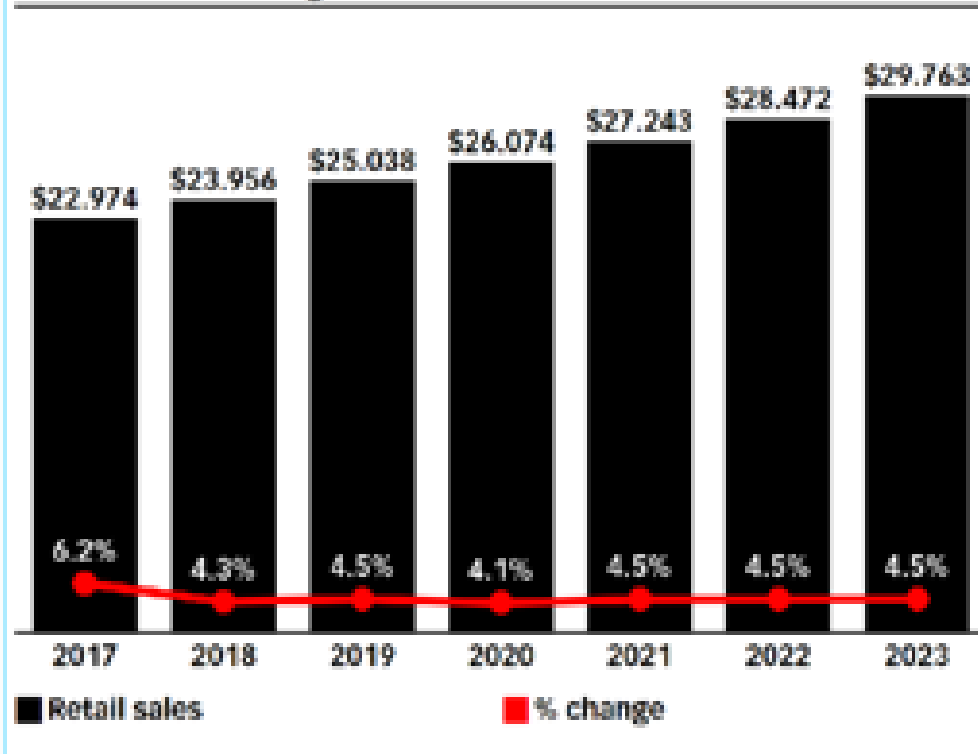
In fact, E-payment using credit cards existed even before E-commerce came.

04

To be successful, any digital payment mechanism must be useful for both online (e/m-com) and offline (BnM) commerce.

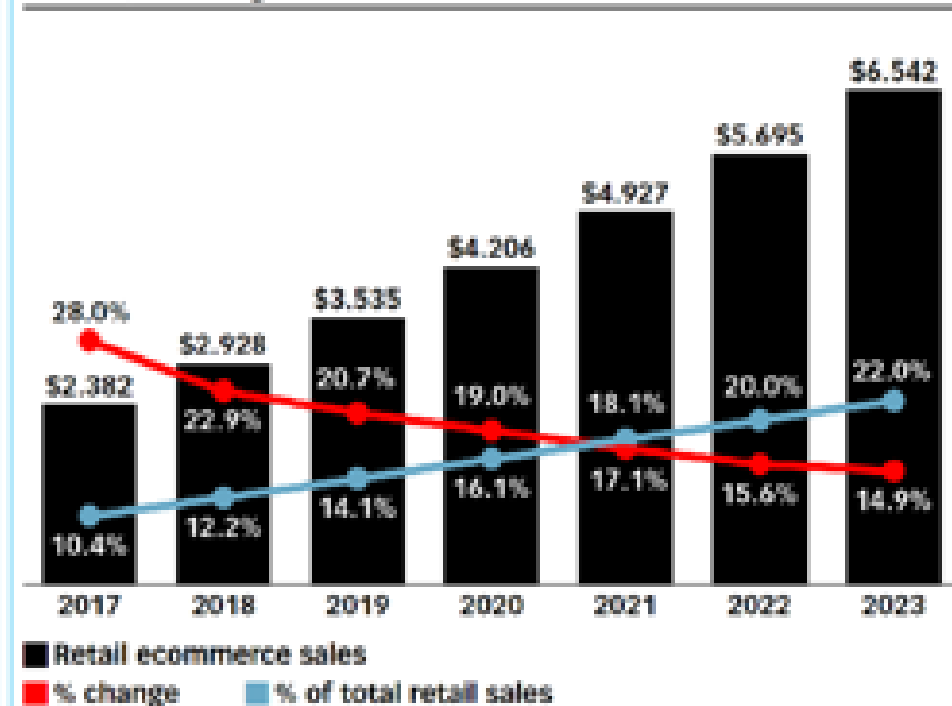
COMMERCE :OFFLINE VS ONLINE

Total Retail Sales Worldwide, 2017-2023
trillions and % change

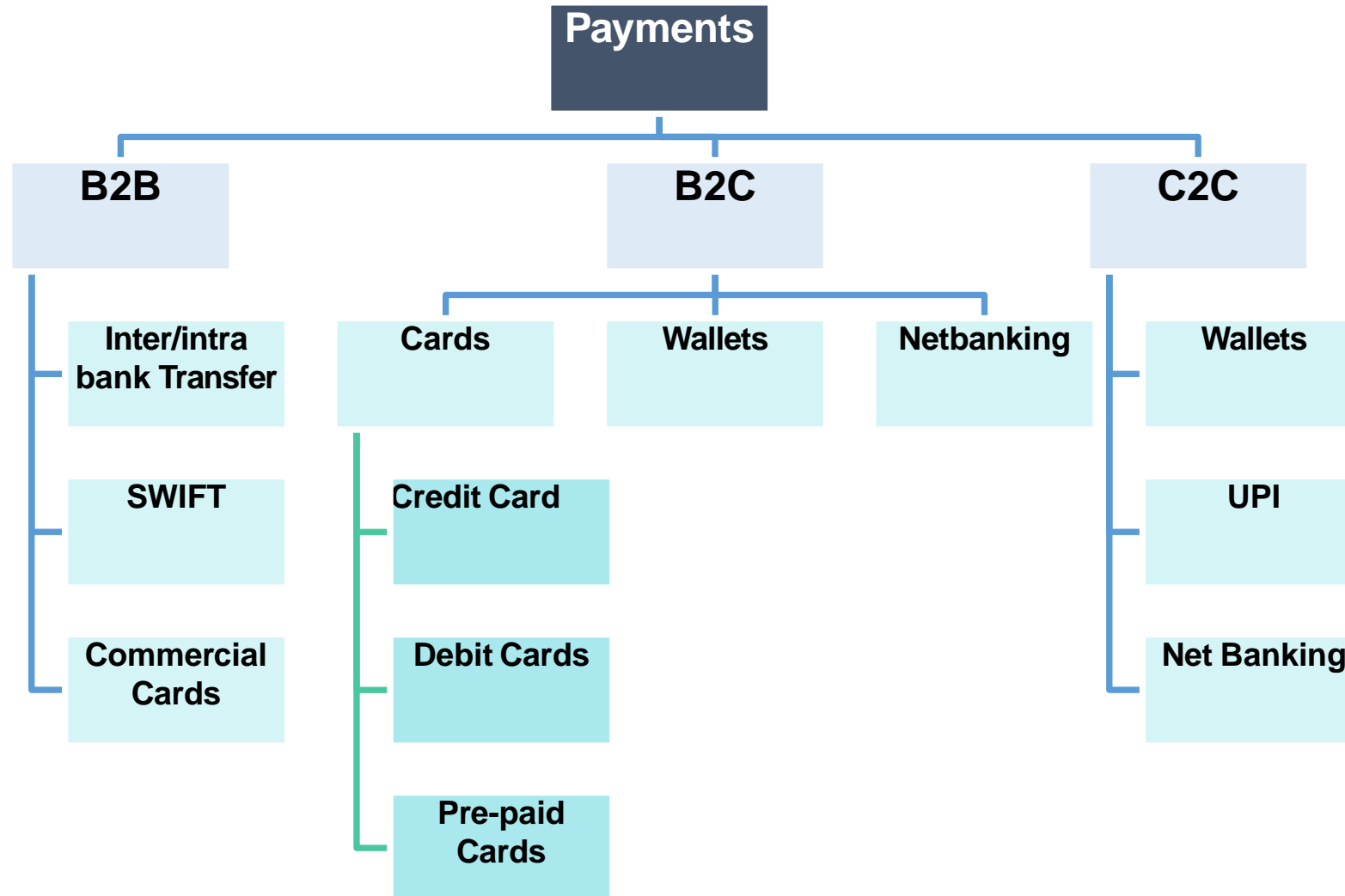


Note: excludes travel and event tickets, payments such as bill pay, taxes or money transfers, food services and drinking place sales, gambling and other vice good sales
Source: eMarketer, May 2019

Retail Ecommerce Sales Worldwide, 2017-2023
trillions, % change and % of total retail sales



Note: includes products or services ordered using the internet via any device, regardless of the method of payment or fulfillment; excludes travel and event tickets, payments such as bill pay, taxes or money transfers, food services and drinking place sales, gambling and other vice good sales
Source: eMarketer, May 2019



WHY IS B2B CHALLENGING ?



Higher Volume :
B2B payments industry is worth \$18.5 trillion, which dwarfs the \$709 billion consumer payments



Regular Frequency :
Contracts lead to regular, recurring transactions to vendors/suppliers



Specific Industry Needs :
Customization required for every industry



Multiple people Involved :
multiple people(of multiple department) involved with each B2B transaction:
Procurement, supply chain, accounts, finance receivable, quality control.



Payment delay/Credit period :
B2B payment cycles often last 30-90 days.

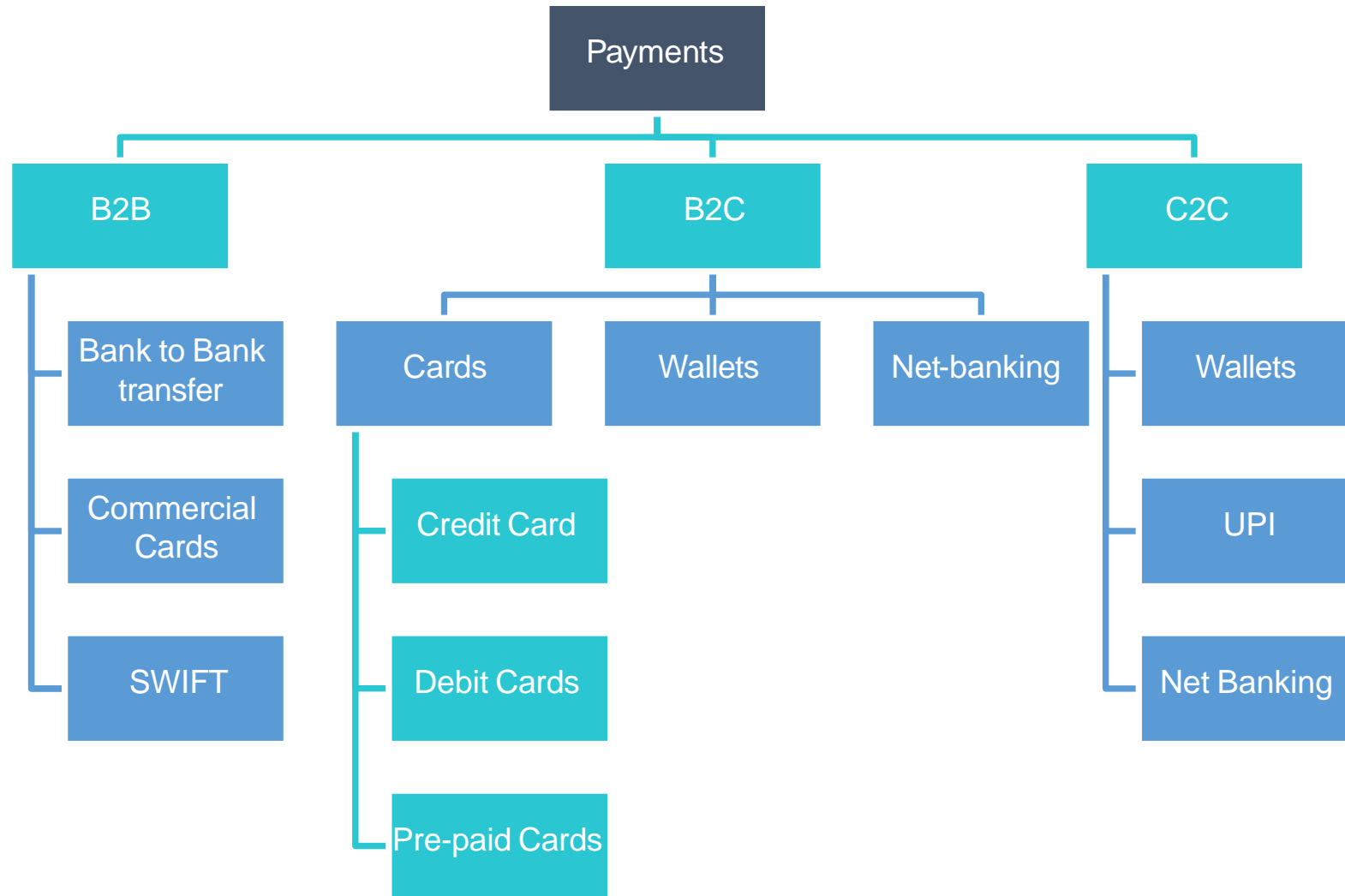
HOW B2B PAYMENT SOLUTION HELPS?

- 1 Improves payment
- 2 Simplified bookkeeping
- 3 Simplifies taxation
- 4 Improve TAT
- 5 Reduce manpower requirement
- 6 Increased security

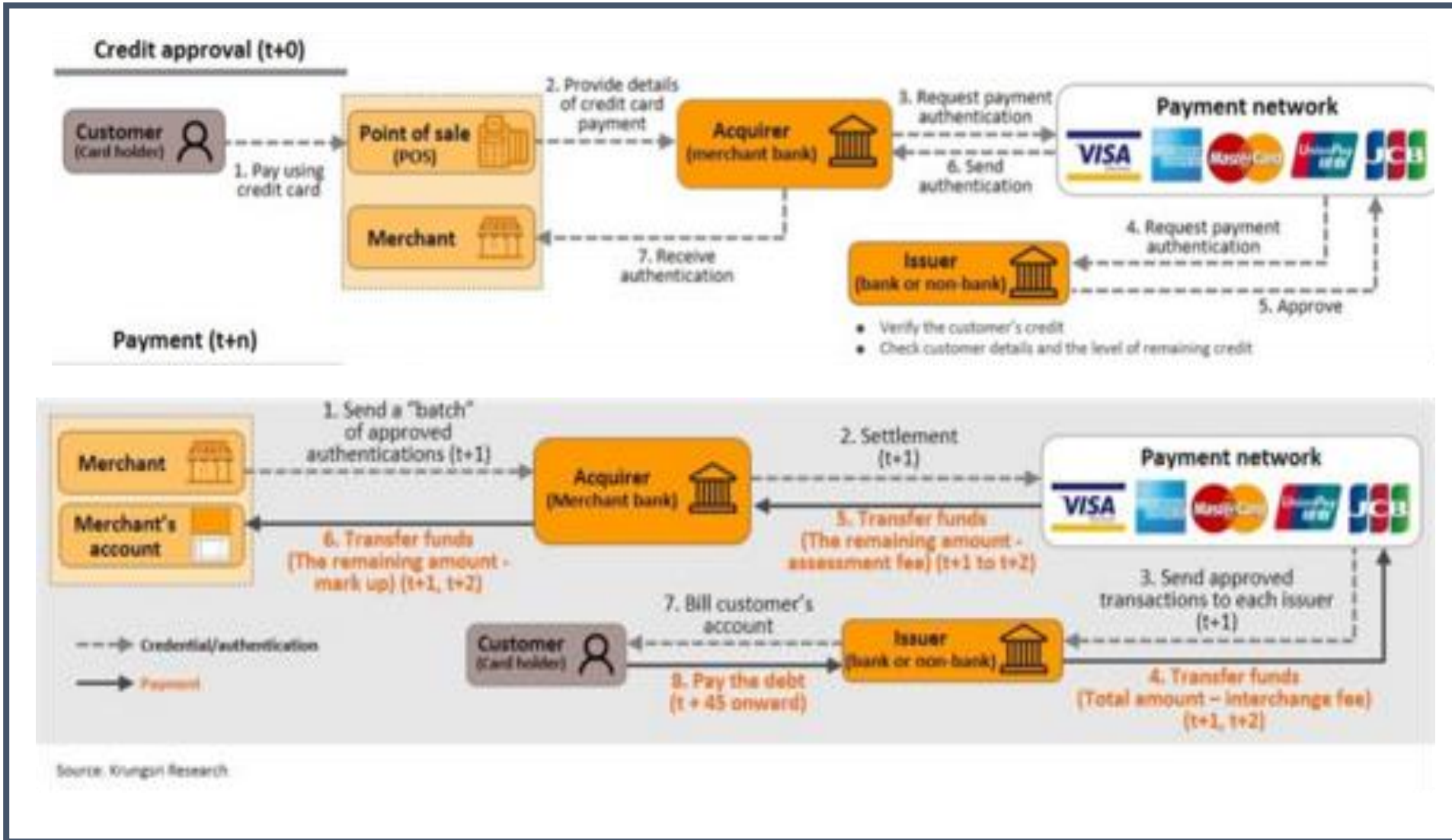
Top B2B payments Indian Companies



The image displays four logos for top B2B payment companies in India: Razorpay (top left), PayMate (top right), nKash (middle left), and PayUbiz (bottom right). Each logo is presented within a white rounded rectangular box against a light blue background.




CARD PAYMENT PROCESSING



KEY STAKEHOLDERS IN CARD NETWORK



Customer




Issuing Bank
(customer's bank)



Merchant



Merchant Bank



Payment gateway



Payment network
(Visa/Mastercard/
Rupay/UnionPay/J
CB)

PAYMENT PROCESSORS & PAYMENT GATEWAYS



PP is a generalized term to refer to a company that actually processes payments (via Card or EFTs).



PG is the server to which the merchant connects its e-com website./Offline channel.PG, at the back-end connects to one or more PPs.



PG lets e-commerce website/offline commerce know whether a payment is approved by the cardholder's bank, and then submits the charges for settlement



PG is the intermediary between merchant's website and PPs.

1

PG doesn't handle transaction requests itself unless it also backs up as PP at the back-end.

2

PG sends transaction requests to PP which then handles the transaction request

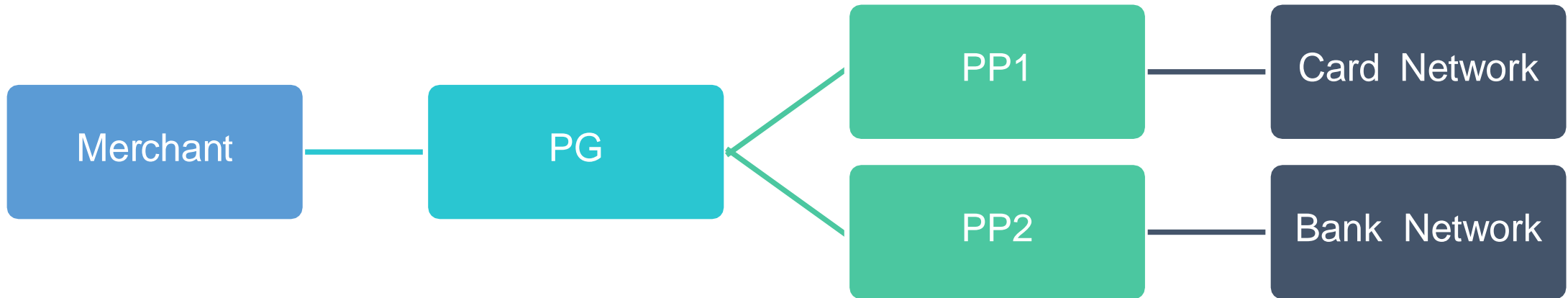
3

PP sends the authorization and settlement files (say, from Visa or Master Card) and distributes them across the network to the various PGs and merchant account providers.

4

PP also handles other aspects of the transaction such as the handling of chargeback requests

NETWORK FLOW





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DHRUV

(A new-age banking and finance trainer)

Subject Expertise

I am a seasoned finance leader and a certified bank trainer. I have worked in multiple organizations in domains of trade finance, credit analysis & technology. Along with traditional knowledge , I am also able to add latest changes at regulatory & business level in these subjects to add more practical value to trainings.

S. No	Subject Expertise	Scope of Topics	Professional Experience	Training Proficiency
1	<i>Trade & Supply Chain Finance</i>	Trade Finance products (export and import transactions), RBI, FEDAI & FEMA guidelines, forex management & derivatives. Supply chain finance, TReDs , P2P lending, Dynamic discounting & allied new models on trade and supply chain finance solutions .	10 years	Very High
2	<i>Emerging Technologies in Banking</i>	Blockchain for bankers, Use of artificial intelligence, P2P lending, Crypto Assets , Algorithmic lending, Wallet ecosystem. RBI regulatory sandbox for Fin-Tech and Tech-Fin innovations	2 years	Very High
3	<i>SME & Corporate Finance</i>	Limit assessment methods, CMA preparation, Risk Analysis, RBI guidelines, Cashflow projections, Project finance, Recovery management, early warning signals	11 years	High
4	<i>Sales skills for bankers</i>	Calling skills, B2B sales management, relationship management, developing new business from scratch, presentation skills	12 years	High

Professional Experience

Organization	Title	Tenure	Description
EnKash (Fintech)	Director	Feb 20 to present	<ul style="list-style-type: none"> Developing technology solutions to digitize trade finance operations of banks. Partnering with leading Bank's & NBFCs for commercial cards and supply chain finance solutions (PAAS as well as marketplace model). Developing sales team for corporate onboarding.
HDFC Bank	Asst. Vice President	Jul 19 to Jan 20	<ul style="list-style-type: none"> Managed a portfolio of Rs 20 Bn sanctioned lines across mid corporates. Involved in business development, proposal appraisal, CMA assessment, Portfolio due diligence, monitoring and EWS reporting. Managing trade finance line of exporters & importers. Involved in client's trade, operations and payment solutions.
Bajaj Finance Ltd	Regional Sales Manager	June 16 to June 19	<ul style="list-style-type: none"> Set up mid-corporate division for North India . Developed book from scratch with deep CFO/CEO level relationships Youngest regional manager of the division. Developed team of relationship managers to take care of accounts and fresh sourcing. Took care of recruitment, training, learning and mentoring of the team. Managed complete loop of sourcing, credit analysis, due diligence, sanction, documentation and disbursement. Ensuring visits, annual renewals, monitoring and enhancement of lines. Additionally worked on innovative supply chain finance solutions for dealer finance, purchase bill discounting and vendor finance.
ICICI Bank	Senior Manager	Sept 11 to May 16	<ul style="list-style-type: none"> Managed team to develop rest of Maharashtra and Goa region for Channel finance lines of various corporates. Worked on program lines sanctioned to corporate for their dealers and suppliers. Managed working capital and term loans proposals for new to bank SME clients. Handled deals from origination to closure (sourcing, CMA and proposal formation, responding to risk queries, limits, documentations, due -diligence & disbursement of limits). Maintaining existing relationships, Portfolio farming. Monitoring & recovery, keeping close eye on warning signals and (if required)ensuring timely exits.
Bank of Maharashtra	Manager	May 10 to Aug 11	<ul style="list-style-type: none"> Managed a team of officers and clerks to run forex and trade finance operations of the branch. Handled end to end export /import finance related transactions/products. Involved in day to day trade finance transactions. Responsible for branch P&L for supply chain and trade finance.

Enercon India Ltd.	Officer	July 06 to Aug07	<ul style="list-style-type: none"> Preparation of pitch-books, project report for various projects; cash flow projections and techno-commercial bids for wind power projects. Marketing of wind energy projects. Participated in multiple in trade shows. Handled order cycle from lead generation, orders, collection to post sanction monitoring.
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Some notable deliveries in training and development.

Organization	Description
Telangana Chamber of Commerce	Conducted session on "Alternate Trade Finance Solutions" for the promoters, CEOs and CFOs who are part of the Telangana Chamber of Commerce
Indian Institute of Banking and Finance	Took session on "Future of Trade & Supply Chain Finance in India"
Resurgent India Knowledge Centre	Conducted live webinar on "Domestic Trade Finance solutions" attended by more than 350 working professional and bankers.
Read-On	Conducted sessions on "New 5Cs of Credit for business lending" for chartered accountants group.
ICICI Bank Ltd	Took multiple training programs for two months on "Basics of trade finance" for new joiners in the SME finance team.
Bajaj Finance Ltd	Participated in "Leaders as Trainers" program designed to provide day long classroom orientation to new joiner's in organization by organisation leaders.
HDFC Bank Ltd	Prepared "Joining handbook for wholesale banking relationship managers" with details about process flows and deliverables for wholesale banking RMs.

Academics

DEGREE	INSTITUTE	DIVISION	BATCH
Advanced program on Fin-Tech & Financial Blockchain	Indian Institute of Management, Kolkata	First	2019-20
MBA- Finance	Symbiosis Institute of Business Management, Pune	First	2008-10
B. Tech	GGSIIP University, Delhi	First	2002-06

Certificates & Associations

INSTITUTE	PARTICULARS
IIBF Indian Institute of Banking & Finance	<ul style="list-style-type: none"> Certified Bank Trainer (felicited by IIBF as subject topper) (Feb 20) Certified Banking Associate (CAIIB) with first division (June 11)
IBBI Insolvency and Bankruptcy Board of India	Qualified IRP Insolvency Professional Examination (May 19)
FEDAI Foreign Exchange Dealers Association of India	Trained by FEDAI for advanced training for trade finance professionals (Nov 10)
PHD-CCI PHD Chamber of Commerce and Industry	Regular participants of Banking Baithaks , seminars & webinars on banking and finance (May 13 onwards)
ICSI Institute of Company Secretaries of India	Undergone six days residential workshop on Corporate Laws & Governance (Dec 09)

Notable web-prints

Trade Finance solutions : <https://www.youtube.com/watch?v=NCUeDQcz-gw>
 New-Age credit solutions : <https://inc42.com/resources/5cs-of-lending-to-businesses-in-the-time-of-pandemic/>

Declaration

I hereby declare that the particulars, mentioned above by me, are true to the best of my knowledge and belief



NL DALMIA INSTITUTE OF MANANAGEMENT STUDIES **AND RESEARCH**

Course: Fin-Tech

Core / Elective: Core

Course Instructor: Dhruv

Credits :

Term:

Course Introduction

With Govt of India's increased focus on removing cash transactions and promotion of finance to MSME's and weaker sections, India is fast becoming the Fin-Tech capital of the world. Recently RBI also set up a separate department of Fintech to promote digital payments and digital finance. Further, Blockchain as a focus area has increased with three major developments :- Niti Ayog's announcement of India Blockchain Strategy ; Clarity on Crypto-Currencies by Finance Ministry and proposal on Central bank digital currency. It is thus imperative for students to understand the recent developments in the Fin-Techs. Keeping same in mind, the institute proposes a dedicated subject on Fintech for the students.

Course Objectives

Students would be able to learn the key concepts of Fintech which would include digital payments, payment infrastructure, Digital lending, tech-based-financial services, Blockchain and P2P Finance. They would also learn to combine the use of technology with financial trends in order to develop innovative solutions.

Programme Learning Goals covered through this Course

The program goal is to guide students to blend technology with finance and thus enable them to improve decision making in business and finance. It also aims to inspire students on how unmet financial needs of those segments of the population which are not the core target segments of traditional financial services models can be met via new models.



Pedagogy

BLOCK 1: UNDERSTANDING FINTECH AND FACTORS OF DIGITAL DISRUPTION

BLOCK 2: PAYMENT INFRASTRUCTURE OF INDIA

BLOCK 3: BLOCKCHAIN AND ALLIED USE CASSES

BLOCK 4: DIGITAL LENDING

BLOCK 5 : NEO-BANKING & NEW-AGE FINANCE

BLOCK 6 : RISK MANAGEMENT AND DATA PLAY

Learning methodology would include class interaction, presentations , case studies and segment analysis.

Evaluation Component

Mid Term Quiz : 25%
Presentation : 25%
Final Exam : 50%

Text Book / Reference Text

As it is a dynamic subject, there is no text book for same. However, besides class notes and presentations, students shall be provided following

- HBR Case studies : Upto 4(to be purchased by the institution)
- Open publications on Fintech
- Circulars on regulatory framework on Fintech
- Segment Analysis

Any Other Detailed Instructions / Information (optional)

For every batch, students shall be divided into 7 groups. Each group is expected to study the allocated case study or segment and submit a 12 Slides presentation. Same have to be presented by the group on the respective day of topic for 25 minutes (20 mins presentation + 5 mins Q&A). 25% of the course weightage shall be given to the presentation given by the group.

Session Plan

Session No	Key Concepts Covered	Group to present
1	Introduction to Fintech. Need and Factors of digital Disruption	
2	Payments Infrastructure of India : Traditional Vs new age solutions	
3	Wallets, Cards & Allied Ecosystem	Group 1
4	Blockchain - Key Concepts	
5	Crypto Currencies, NFTs and Defi	Group 2
6	Distributed Ledger Technology: Use cases in Financial Services	Group 3
7	Digital Lending & Supply Chain Finance innovations	Group 4
8	P2P Finance. Global Innovations in Fintech	Group 5
9	Tech-fin and Neo-banking	Group 6
10	Data play and Risk Management	Group 7

Course Instructor

Course is proposed to be instructed by Mr. *Dhruv*. Mr. *Dhruv* is an IIM Kolkata alumnus and a *Certified Trainer*. Dhruv also holds certifications from New- York Institute of Finance, University of Buffalo, Indian Institute of Banking and Finance, Indian Institute of Corporate Affairs, ICSI , IBBIC and FEDAI, . Dhruv has worked in multiple leadership roles in India's leading Banks and FinTech's like HDFC Bank, ICICI Bank, Bajaj Finserv, EnKash (Fintech) and TAssets (Fintech) . Mr. Dhruv has also done multiple research and publications. He also holds a patent from India Patent Office for his publication on Fintech solution.

Mr. Dhruv has been a visiting faculty at central government institutes like Indian Institute of Foreign Trade, Delhi and Indian Institute of Banking and Finance, Mumbai. He has also provided training to CFOs, entrepreneurs & bankers. He is considered one of the leading faculty and trainer on the subject in India.

Course Plan

Program	PGDM - Finance
Course Title	Bloomberg
Course Credit	NA
Academic Year	2021-22
Batch	2021-23
Trimester	I,II & III
Duration (Hrs)	90
Name of the Faculty	Prof. Prakash Rathod
HOD	Dr. Tarun Agarwal

1. Course Overview

Universities, colleges and corporates around the globe use Bloomberg to bring the real world of finance into the classroom, providing students with access to the same information platform used by leading decision makers in business, finance and government.

The Bloomberg Professional service and Bloomberg Terminal seamlessly integrate the very best in data, news and analytics. The Terminal is a 24-hour, global financial services system that provides transparent and reliable financial, economic and government information covering all market sectors. It features company financials, market data spanning more than 20 years, charts, statistics, a communications platform and current news reports.

The Bloomberg Terminal brings together real-time data on every market, breaking news, in-depth research, powerful analytics, communications tools and world-class execution capabilities — in one fully integrated solution.

Up-to-the-minute access to the news that matters, that moves markets and that changes the course of a business can make all the difference. News is reported when it happens, from where it happens. With more than 2,700 news professionals in 120 countries, Bloomberg's award-winning coverage of companies, markets, economies, politics and governments ensures that you get the information you need when you need it most.

Bloomberg has a broad range of research offerings including direct access to sell-side and independent research from more than 1,500 sources, as well as proprietary, analyst-driven research that provides a comprehensive view of industries and their key constituents with unsurpassed depth and breadth at the sector, industry and company levels. This course is intended to provide an overview of the Bloomberg Professional service so students can get started using this powerful tool.

N.L. Dalmia Institute of Management Studies and Research is the first Institute to set up the Bloomberg lab in Mumbai to provide students an extremely focused and high end knowledge programs with a high degree of practical learning and on-the-Job applicability especially for finance & research students.



2. Course Outcomes (CO)

Sr. No	At the end of the course students will be able to :
C01	Bloomberg Technical Training Certifications. 1. Bloomberg Market Concepts 2. Bloomberg Analyst Certification
C02	Illustrate the world equity Indices, world economic indicators, Statistics, world center banks, Industries and all financial On & Off market instruments. Liquidity, volatility, maturity, and pricing of various financial instruments issued across domestic and foreign markets.
C03	Provides a comprehensive overview how students can import Bloomberg data into Microsoft Excel. It includes a step-by-step guide, cheat sheets and descriptions of recent enhancements. Will also display information on performing Bloomberg calculations in Excel.
C04	Analyze Portfolio and risk analytics, monitoring, characteristics, attribution, historical performance & pinpoint the sources of active risk in portfolios with fundamental risk factor Models.

3. Course Outcome and Program Outcome mapping

	PO1	PO2	PO3	PO4	PO5
C01	H			M	
C02	H	H			
C03			L	H	
C04	H	H		M	

H- Highly correlated, M- Moderately correlated, L- less correlation

PO1- Apply knowledge of management theories and practices to solve business problems

PO2-Foster Analytical and Critical Thinking abilities for data based decision making

PO3-Ability to develop Value based Leadership ability

PO4-Ability to understand, analyze and communicate global, economic, legal and ethical aspects of business

PO5- Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment



4. Course Overview

Module No.	Topic	Sessions
1	Introduction and System Navigation: Introduction to Bloomberg Key Board navigation Basic commands	1-3
1	Economic indicators: Discover the fundamentals of how economic indicators are published and analyzed.	4-13
3	Equities: A deep immersion into the exciting, volatile world of equity investing, with such sub modules as Introducing the Stock Market, The Nature Of Equities, Equity Research, Absolute Valuation, and Relative Valuation. Many Terminal functions are covered and students will leave course with a deep and robust knowledge base to build upon.	14-24
4	Bloomberg Market Concepts: Bloomberg Technical Training Certification.	25-32
4	Money Market: T-bills, Commercial Paper, Call money market, Commercial Bill Market, Repo and Reverse Repo.	32-35
4	Fixed income securities/ Bond Market: Deep into the world of Fixed Income, with sub modules including The Roots Of The Bond Market, Bond Valuation. Drivers, Central Bankers & Interest Rates, The Yield Curve & Why It Matters, and Movements In The Yield Curve. A number of key Terminal functions covering FI will be explored.	36-42
5	Currencies/FX Market: Currency Market Mechanics, Currency Valuation, Central Banks and Currencies, and Currency Risk, you can help students start to master liquidity, investment, and cross-border Analytics capital flows. An array of Terminal functions will be utilized.	43-48
6	Technical indicators/Analytics and Charts: Markets, Industry, sectors and Company in-depth analyses using Graphic fundamentals.	49-54



5. Pre requisites /co requisites (if any) from students

Sr. No	Details
1	Awareness regarding finance and economics in the country and around the world
2	Basic Technical and Analytical skill

6. Session Plan (Each session of 90 minutes)

Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
1	Introduction to Bloomberg and system navigations	Class room Discussion & Interaction	Understand Bloomberg Terminals, History, founder, Login credentials	NA
2	Introduction to Bloomberg and system navigations	Class room Discussion, Interaction & Practical – Demo & Practice	Explain the Bloomberg Keyboard The red stop keys, green action keys and yellow market sector keys help you access information quickly and easily.	NA
3	Introduction to Bloomberg and system navigations	Class room Discussion, Interaction & Practical – Demo & Practice	ACCESSING THE APPLICATION; Bloomberg panels, settings, create a login name and password when logging in for the first time	NA
4	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators WECO -> world economic calendar ECST -> for macroeconomic parameters EMKT -> emerging mkt trends msg ECOW -> World eco stats	NA
5	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
6	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA
7	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA
8	Economic indicators:	Class room Discussion, Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA L.M.Bhole NA
9	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA
10	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA
11	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA
12	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
13	Economic indicators:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Economic indicators Bloomberg Commands	NA
14	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	Functions & Securities Functions used in Bloomberg: 7. HCPI – 1. DES – Security Description 2. TK – Ticker Symbol lookup 3. SECF – Security Finder 4. MGMT – Company management 5. HP – Historic Price 6. GP – Graph Price	NA
15	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	7. HCPI – Historic Open, High, Low and Closing prices 8. DVD – Dividend and Split details 9. CACS – Corporate Action Summary 10. EE – Earnings & Estimates 11. GIP – Intraday Price Chart 12. GPO – Year to Year Price Chart 13. ANR – Analysts Recommendation 14. RV – Relative Valuation	NA
16	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	15. MA – Mergers & Acquisition 16. CNDL – Candlestick Chart 17. COMP – Compare two securities while viewing a graph 18. MOST – Most Active Securities 19. FUND – Mutual Fund Search	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
			20. EVTS – Company Events 21. CN – Current News 22. NI – Search News for Specific Category	
17	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	HDS -> security ownership - DDIS -> debt distribution (select debt type) - EPR -> stock exchange profile - EM -> Earning matrix / trends - CN -> Company news - FTST -> factor back tester -> create custom	NA
18	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	GIQ -> intraday market chart - BXT -> Buy ticket - SXT -> Sell ticket - CRPR -> Credit rating profile - FIPX -> Fixed income price discovery - NIM -> New issue monitor	NA
19	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	COMM/RV/RAC /ANR/RITA- Comparative Analyses	NA
20	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	PORT -> portfolio & risk analytics KI -> Key insights SPLC- > Supply chain analysis	NA
21	Equities:	Class room Discussion, Interaction & Practical –	Illustrate various Equity Bloomberg Commands TMSG -> Trade ideas	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
		Demo & Practice		
22	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Equity Bloomberg Commands	NA
23	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Equity Bloomberg Commands	NA
24	Equities:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Equity Bloomberg Commands	NA
25	Bloomberg Markets Concepts Certification.	Online Assessment	Certification	NA
26	Bloomberg Markets Concepts Certification.	Online Assessment	Certification	NA
27	Bloomberg Markets Concepts Certification.	Online Assessment	Certification	NA
28	Bloomberg Markets Concepts Certification.	Online Assessment	Certification	NA
29	Bloomberg Markets Concepts Certification.	Online Assessment	Certification	NA
30	Bloomberg Markets Concepts Certification.	Online Assessment	Certification	NA
31	Bloomberg Markets Concepts Certification.	Online Assessment	Certification	NA
32	Money Market	Class room Discussion, Interaction &	Illustrate various Bloomberg Commands for T-Bills	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
		Practical – Demo & Practice		
33	Money Market	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands for Commercial Papers	NA
34	Money Market	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands for Repos	NA
35	Fixed income securities/ Bond Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Fixed income securities	NA
36	Fixed income securities/ Bond Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Fixed income securities	NA
37	Fixed income securities/ Bond Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Fixed income securities	NA
38	Fixed income securities/ Bond Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Fixed income securities	NA
39	Fixed income securities/	Class room	Illustrate various	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
	Bond Market:	Discussion, Interaction & Practical – Demo & Practice	Bloomberg Commands – Related to Fixed income securities	
40	Fixed income securities/ Bond Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Fixed income securities	NA
41	Fixed income securities/ Bond Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Fixed income securities	NA
42	Fixed income securities/ Bond Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Fixed income securities	NA
43	Currencies/FX Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Currencies – SPOT & Forward FX, FX Conversions, Global Currency Matrix etc	NA
44	Currencies/FX Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Currencies – SPOT & Forward FX, FX Conversions, Global Currency Matrix etc	NA
45	Currencies/FX Market:	Class room Discussion, Interaction & Practical – Demo &	Illustrate various Bloomberg Commands – Related to Currencies – SPOT & Forward FX, FX Conversions, Global Currency Matrix etc	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
		Practice		
46	Currencies/FX Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Currencies – SPOT & Forward FX, FX Conversions, Global Currency Matrix etc	NA
47	Currencies/FX Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Currencies – SPOT & Forward FX, FX Conversions, Global Currency Matrix etc	NA
48	Currencies/FX Market:	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate various Bloomberg Commands – Related to Currencies – SPOT & Forward FX, FX Conversions, Global Currency Matrix etc	NA
49	Technical indicators/Analytics and Charts	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate in-depth analyses using Graphic fundamentals Related Markets, Industry, sectors and Company	NA
50	Technical indicators/Analytics and Charts	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate in-depth analyses using Graphic fundamentals Related Markets, Industry, sectors and Company	NA
51	Technical indicators/Analytics and Charts	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate in-depth analyses using Graphic fundamentals Related Markets, Industry, sectors and Company	NA
52	Technical indicators/Analytics and Charts	Class room Discussion, Interaction &	Illustrate in-depth analyses using Graphic fundamentals	NA



Session No	Topics/Units	Pedagogy	Expected Learning outcome	Resources (Books/ Chaps / Case etc)
		Practical – Demo & Practice	Related Markets, Industry, sectors and Company	
53	Technical indicators/Analytics and Charts	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate in-depth analyses using Graphic fundamentals Related Markets, Industry, sectors and Company	NA
54	Technical indicators/Analytics and Charts	Class room Discussion, Interaction & Practical – Demo & Practice	Illustrate in-depth analyses using Graphic fundamentals Related Markets, Industry, sectors and Company	NA
55	Bloomberg Analyst Certification	Practical & Theory	Certification	NA
56	Bloomberg Analyst Certification	Practical & Theory	Certification	NA
57	Bloomberg Analyst Certification	Practical & Theory	Certification	NA
58	Bloomberg Analyst Certification	Practical & Theory	Certification	NA
59	Bloomberg Analyst Certification	Practical & Theory	Certification	NA
60	Bloomberg Analyst Certification	Practical & Theory	Certification	NA



7. Detailed Assessment Plan (briefly describe each component and how the students are going to be evaluated)

Sr. No	Components with details	Individual/Group	Marks	Intended CO to be assessed
1	Bloomberg Market Concepts	Individual	100	CO1, CO2
2	Part I - Assessment - Practical / MCQ Part II - Assessment - Financial Market Analyses report	Individual	50 50	CO1, CO2, CO3, CO4.
	Total		100	

Prepared by: (Faculty name and signature with date)	Prof. Prakash Rathod
Approved by: Name and signature with date	Program Head Dr. Jyoti Nair





N. L. Dalmia[®] **Institute of Management Studies and Research**

(A School of Excellence of N. L. Dalmia Educational Society)

A.Y. 2021-22

Data Visualization Using Tableau & Power BI (Marketing)

21-22



DATA VISUALIZATION – TABLEAU & POWER BI

“ The goal is to turn data into information, and information into
INSIGHT”

- Carly Fiorina, Former CEO of HP



Data Visualization with Tableau & Power BI

ForeVision Corporate Profile

About ForeVision

- ❑ Skills Enhancement Training & Consulting Organization
- ❑ Enhancing Performance by Developing Competencies
- ❑ Hands-on, Practical & Activity Based Learning with Industry Exposure
- ❑ Trainer Pool of Working Professionals from Leading Organizations & Top Institutes
- ❑ Customized Trainings with Online Support
- ❑ ForeVision Training Centers in Mumbai, Delhi & Bengaluru
- ❑ High quality Learning experience with 80% repeat customers

Few of Our Clients



9+

Years of Training Experience

80+

Institutes & Corporate Clients

18000+

Happy & Satisfied Learners

4.6+ / 5

Avg Feedback Rating

Data Visualization with Tableau & Power BI

Training workshop full of practical case studies, exercises & live demos for maximum benefit

Module 1 – TABLEAU

Introduction, Basic Tools & Features

- Introduction to Tableau
- Setting up Tableau
- Loading Data into Tableau
- Transforming Data in Tableau
- Data Sorting & Filtering
- Analyzing Data in Tableau
- Dimensions, Measures & Marks
- Defining Connections and Relationships
- Plotting a Bar Graph
- Customizing a Chart
- Analyzing Charts
- Loading Data with an Interpreter

Module 2 - TABLEAU

Visual Analytics

- Adding Labels to a Chart
- Conveying Multiple Values
- Using Different Charts to Analyze Data
 - Simple Charts – Bar / Column / Line
 - Heat Maps / Tree Maps
 - Location Map Charts
 - Trendline Charts
 - Gantt / Histogram
 - Scatter Plots / Bubble Charts
- Using the Pages Feature
- Defining Hierarchies in Data
- Investigating Incorrect Hierarchies
- Working with Implicit Hierarchies
- Creating a Custom Group
- Analyzing Multi-dimensional Data
- Creating a Combined Field
- Defining a Calculated Field
- Creating a Set
- Cluster Analysis

Module 3 - TABLEAU

Visual Dashboards & Story

- Creating Charts for a Dashboard
- Placing Charts in a Dashboard
- Dashboard Objects
- Customizing a Dashboard
- Action in Dashboards
- Building a Story
- Publishing a Story

Module 4 - POWER BI

Introduction, User Interface, Visualization

- Starting with Power BI
- Building Blocks – Visualization / Data Sets / Reports / Dashboards / Tiles
- Joining Data Sources
- Creating Visualization in Power BI
 - Getting used to the User Interface
 - Difference in Tableau & Power BI
 - Additional Tools available in Power BI
- Pin Visuals to Dashboard
- Introduction to DAX formulas
- Publishing Power BI reports



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A.Y. 2021-22

Data Visualization Using Tableau & Power BI (HR)

21-22



DATA VISUALIZATION – TABLEAU & POWER BI

“ The goal is to turn data into information, and information into
INSIGHT”

- Carly Fiorina, Former CEO of HP



Data Visualization with Tableau & Power BI

ForeVision Corporate Profile

About ForeVision

- ❑ Skills Enhancement Training & Consulting Organization
- ❑ Enhancing Performance by Developing Competencies
- ❑ Hands-on, Practical & Activity Based Learning with Industry Exposure
- ❑ Trainer Pool of Working Professionals from Leading Organizations & Top Institutes
- ❑ Customized Trainings with Online Support
- ❑ ForeVision Training Centers in Mumbai, Delhi & Bengaluru
- ❑ High quality Learning experience with 80% repeat customers

Few of Our Clients



9+

Years of Training Experience

80+

Institutes & Corporate Clients

18000+

Happy & Satisfied Learners

4.6+ / 5

Avg Feedback Rating

Data Visualization with Tableau & Power BI

Training workshop full of practical case studies, exercises & live demos for maximum benefit

Module 1 – TABLEAU

Introduction, Basic Tools & Features

- Introduction to Tableau
- Setting up Tableau
- Loading Data into Tableau
- Transforming Data in Tableau
- Data Sorting & Filtering
- Analyzing Data in Tableau
- Dimensions, Measures & Marks
- Defining Connections and Relationships
- Plotting a Bar Graph
- Customizing a Chart
- Analyzing Charts
- Loading Data with an Interpreter

Module 2 - TABLEAU

Visual Analytics

- Adding Labels to a Chart
- Conveying Multiple Values
- Using Different Charts to Analyze Data
 - Simple Charts – Bar / Column / Line
 - Heat Maps / Tree Maps
 - Location Map Charts
 - Trendline Charts
 - Gantt / Histogram
 - Scatter Plots / Bubble Charts
- Using the Pages Feature
- Defining Hierarchies in Data
- Investigating Incorrect Hierarchies
- Working with Implicit Hierarchies
- Creating a Custom Group
- Analyzing Multi-dimensional Data
- Creating a Combined Field
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- Starting with Power BI
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 - Difference in Tableau & Power BI
 - Additional Tools available in Power BI
- Pin Visuals to Dashboard
- Introduction to DAX formulas
- Publishing Power BI reports

N. L. Dalmia

Kaushal Faldu | kaushal.faldu@nldalmia.edu.in

Fw: Fw: Request you to Create a Zoom link with login id and password which can be given to the trainer to conduct the workshop on Data-Visualization with Tableau and Power BI

Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>
fo. Kaushal Faldu <kaushal.faldu@nldalmia.in>

15 September 2021 at 16:42

Warm Regards,

Dr. Vaishali Kulkarni | Associate Professor -General Management
N. L. Dalmia Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)
M: +91 9167254199 | D: (022) 4299 0022 | B: (022) 4299 0033 | Ext: 701, 760 | F: +91 22 4299 0088 |
Srishti, Sector 1, Mira Road (E), Thane (MMR) 401107

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AICTE Approved | Affiliated to the University of Mumbai | An ISO 9001:2015 Certified

From: Abhishek Salecha <abhishek.salecha@forevision.com>
Sent: Saturday, August 21, 2021 2:24 PM
To: Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in>
Cc: Vijay Ramchandran <vijayr@nldalmia.edu.in>; Vikram Somani <vikram.somani@nldalmia.edu.in>; Jyoti Nair <jyoti.nair@nldalmia.edu.in>; Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>; Caral D'Cunha <caral.dacunha@nldalmia.edu.in>
Subject: Re: Fw: Request you to Create a Zoom link with login id and password which can be given to the trainer to conduct the workshop on Data-Visualization with Tableau and Power BI

Dear Baisakhi Ma'am,

Greetings from ForeVision!!!

It was a pleasure connecting with you. As discussed, I already have a licensed zoom account for upto 100 participants: So if the Institute is ok, we can use my zoom account and the below zoom meeting link for the workshop:

Zoom meeting link -

Join the Zoom Meeting
Meeting ID: 841 4376 6651
Passcode: 709702

Further, students will have to download & install tableau software from this link: <https://www.tableau.com/en-gb/learn/whats-new/zoom-workshop>
Also, please find attached the data file which will be used during the workshop.

Hope this works. In case of any doubts/additional information, please feel free to contact me.

www.forevision.in/abhishek_salecha
www.linkedin.com/company/abhishek-salecha

On Fri, Aug 20, 2021 at 2:36 PM Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in> wrote:

Dear Mr. Abhishek,

Greetings!

As per the trail mail below and as spoken to you request you to provide us with your Login Username for Zoom so that we can allot you a license for that period.

Thanks and Regards,



N. L. Dalmia



Dr. Baisakhi Mitra Mustaphi | Associate Professor-Marketing
N. L. Dalmia Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)
M: +91-88280 96938 | D: (022) 4299 0023
Srishti, Sector 1, Mira Road (E), Thane (MMR) 401107

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From: Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in>
Sent: Friday, August 20, 2021 2:33 PM
To: abhishek.salecha@forevision.com <abhishek.salecha@forevision.com>
Cc: Vijay Ramchandran <vijayr@nldalmia.edu.in>; Vikram Somani <vikram.somani@nldalmia.edu.in>; Jyoti Nair <jyoti.nair@nldalmia.edu.in>; Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>; Caral D'Cunha <caral.dacunha@nldalmia.edu.in>
Subject: Fw: Request you to Create a Zoom link with login id and password which can be given to the trainer to conduct the workshop on Data-Visualization with Tableau and Power BI

Dear Mr. Abhishek,

Greetings!

As per the trail mail below and as spoken to you request you to provide us with your Login Username for Zoom so that we can allot you a license for that period.

Thanks and Regards,

Dr. Baisakhi Mitra Mustaphi | Associate Professor-Marketing
N. L. Dalmia Institute of Management Studies and Research



N. L. Dalmia



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Srishi, Sector 1, Mira Road (E), Thane (MMR) 401107

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From: Vikram Somani <vikram.somanig@nldalmia.edu>

Sent: Friday, August 20, 2021 12:29 PM

To: Baisakhi Mitra <baisakhi.mitra@nldalmia.edu>

Cc: Vijay Ramchandran <vijayr@nldalmia.edu>; Jyoti Nair <jyoti.nair@nldalmia.edu>; Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu>; Caral D'Cunha <caral.d'cunha@nldalmia.edu>

Subject: Re: Request you to Create a Zoom link with login id and password which can be given to the trainer to conduct the workshop on Data Visualization with Tableau and Power BI

Does the TRAINER have a ZOOM Account?

If so, please provide me with his login username, We can allot him/her a LICENSE for that period.

Thanks and regards



N. L. Dalmia



Vikram Somani

|

VP - IT

N. L. Dalmia Institute

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(Ext. 623) | F: +91 22 4299 0088 | V:

<http://www.nldalmia.edu> | info@nldalmia.edu

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(E), Thane (MMR) 401107

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College" by ASIC

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Certified

Website: www.nldalmia.edu | Email: info@nldalmia.edu

On Fri, 20 Aug 2021 at 12:08, Baisakhi Mitra <baisakhi.mitra@nldalmia.edu> wrote:

Dear Vikram Sir,

This is to inform you that Data-Visualization with Tableau and Power BI Workshop will be organized for PGDM Marketing (Trimester 4) and HR Students (Trimester 4) (Batch 2020-2022).

The schedule is as follows:

24th August, 2021: 4.30 pm-6.30 pm

28th August, 2021: 4.30 pm-6.30 pm

31st August, 2021: 4.30 pm-6.30 pm

2nd September 2021: 4.30 pm-6.30 pm

7th September, 2021: 4.30 pm-6.30 pm

9th September, 2021: 4.30 pm-6.30 pm

14th September, 2021: 4.30 pm-6.30 pm

Request you to Create a Zoom link with login id and password which can be given to the trainer to conduct the workshop.

Thanks and Regards,



N. L. Dalmia



Dr. Baisakhi Mitra Mustaphi | Associate Professor-Marketing

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Tableau Data_Voltas.xlsx
2069K

N. L. Dalmia

Fw: Attendance Sheet for Data Visualization with Tableau and Power BI Workshop from August 24,2021 to September 14,2021

Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>
To: Kuushal Faldu <kaushal.faldu@nldalmia.in>

15 September 2021 at 16:42

Warm Regards,

Dr. Vaishali Kulkarni | Associate Professor - General Management
N. L. Dalmia Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)
M: +91-9167254199 | D: (022) 4299 0022 | B: (022) 4299 0033 (Ext. 701, 760) | F: +91 22 4299 0088 |
Srishti, Sector 1, Mira Road (E), Thane (MMR) 401107

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AICTE Approved | Affiliated to the University of Mumbai | An ISO 9001:2015 Certified

From: Abhisek Salecha <abhisek.salecha@forevision.co.in>
Sent: Wednesday, September 15, 2021 8:00 AM
To: Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in>
Cc: Vijay Ramchandran <director@nldalmia.edu.in>; Jyoti Nair <jyoti.nair@nldalmia.edu.in>; Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>; Caral D'Cunha <caral.dcunha@nldalmia.edu.in>; Program Office <program.office@nldalmia.edu.in>; Narayan Sawant <narayan.sawant@nldalmia.in>
Subject: Re: Attendance Sheet for Data Visualization with Tableau and Power BI Workshop from August 24,2021 to September 14,2021

Dear Baisakhi Ma'am,

Please find attached the updated attendance sheet. Also attached is the zoom meeting participants list for your reference.
We will have the last session on 16th September 4.30pm to 6.30pm. I have already communicated to the students present in the session.

Thanks and Regards,

On Mon, Sep 13, 2021 at 12:12 PM Abhisek Salecha <abhisek.salecha@forevision.co.in> wrote:
Dear Baisakhi Ma'am,

Please find attached the updated attendance sheet. Also attached is the zoom meeting participants list for your reference.

Further, request you to forward below link to students to download Power BI for tomorrow's session:
Power BI Link - <https://basakhi.mira.ac.in/portal/onlinecourse/PowerBI/>

Thanks and Regards,

On Wed, Sep 8, 2021 at 8:00 AM Abhisek Salecha <abhisek.salecha@forevision.co.in> wrote:
Dear Ma'am,

Please find attached the updated attendance sheet. Also attached is the zoom meeting participants list for your reference.
Please Note, students who have attended less than 50minutes of the session have been marked absent.

Thanks & Regards,

On Fri, Aug 27, 2021 at 11:52 AM Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in> wrote:

Dear Sir,

Thanks a lot.

Thanks and Regards,



Dr. Baisakhi Mitra Mustaphi | Associate Professor-Marketing
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(A School of Excellence of N. L. Dalmia Educational Society)
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Srishti, Sector 1, Mira Road (E), Thane (MMR) 401107
Accredited Grade "A" by NAAC & "Premier College" by ASIC | AICTE Approved

From: Abhisek Salecha <abhisek.salecha@forevision.co.in>
Sent: Friday, August 27, 2021 11:22 AM
To: Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in>
Cc: Vijay Ramchandran <director@nldalmia.edu.in>; Jyoti Nair <jyoti.nair@nldalmia.edu.in>; Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>; Caral D'Cunha <caral.dcunha@nldalmia.edu.in>; Program Office <program.office@nldalmia.edu.in>; Narayan Sawant <narayan.sawant@nldalmia.in>
Subject: Re: Attendance Sheet for Data Visualization with Tableau and Power BI Workshop from August 24,2021 to September 14,2021

Dear Baisakhi Ma'am,

Please find attached the attendance sheet for yesterday's session. Also please find attached the zoom meeting participants list for your reference.

Thanks & Regards,
Abhisek Salecha

On Tue, Aug 24, 2021 at 9:10 PM Abhisek Salecha <abhisek.salecha@forevision.co.in> wrote:
Dear Baisakhi Ma'am,

Please find attached the attendance sheet for today's session. Also please find attached the zoom meeting participants list for your reference.

Thanks & Regards,
Abhisek Salecha

On Mon, Aug 23, 2021 at 1:57 PM Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in> wrote:
Dear Sir,

Please find the Attendance Sheet (PGDM Marketing -56 students and PGDM HR- 20 students) for Data Visualization with Tableau and Power BI workshop.

Request you to mark the attendance everyday and mail back.

Students will join in your link at 4.25 pm tomorrow




Thanks and Regards,



Dr. Baisakhi Mitra Mustaphi | Associate Professor-Marketing
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 M: +91-88280 96938 | D: (022) 4299 0023
 S/16th, Sector 1, Mira Road (F), Thane (MMR) 401107

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3 attachments

-  **participants_Session 6.csv**
4K
-  **PGDM - HR 2020-22 Attendance sheet.xlsx**
43K
-  **PGDM - Mktg 2020-22 Attendance sheet.xlsx**
46K

Re: Attendance Sheet for Data Visualization with Tableau and Power BI Workshop from August 24,2021 to September 14,2021**Abhisek Salecha <abhisek.salecha@forevision.co.in>**

Mon 9/20/2021 2:11 PM

To: Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in>

Cc: Vijay Ramchandran <director@nldalmia.edu.in>; Jyoti Nair <jyoti.nair@nldalmia.edu.in>; Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>; Caral D'Cunha <caral.dcunha@nldalmia.edu.in>; Program Office <program.office@nldalmia.edu.in>; Narayan Sawant <narayan.sawant@nldalmia.in>

 3 attachments (93 KB)

PGDM - HR 2020-22 Attendance sheet.xlsx; participants_Session 7.csv; PGDM - Mktg 2020-22 Attendance sheet.xlsx;

Dear Baisakhi Ma'am,

Please find attached the attendance for the 7th and last session. It was a pleasure conducting the workshop for the students.

With regards to the test, students have asked to keep it post exams, they will decide a date internally and let you know. Arti Jani from HR and Gautam Hedge from Marketing have taken the responsibility of communicating the same to you.

Thanks & Regards,
Abhisek Salecha

On Wed, Sep 15, 2021 at 8:00 AM Abhisek Salecha <abhisek.salecha@forevision.co.in> wrote:
Dear Baisakhi Ma'am,

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Power BI Link - <https://powerbi.microsoft.com/en-us/desktop/>

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Srishti, Sector 1, Mira Road (E), Thane (MMR) 401107

Accredited Grade "A" by NAAC & "Premier College" by ASIC | AICTE Approved |

From: Abhisek Salecha <abhisek.salecha@forevision.co.in>

Sent: Friday, August 27, 2021 11:22 AM

To: Baisakhi Mitra <baisakhi.mitra@nldalmia.edu.in>

Cc: Vijay Ramchandran <director@nldalmia.edu.in>; Jyoti Nair <jyoti.nair@nldalmia.edu.in>;
Vaishali Kulkarni <vaishali.kulkarni@nldalmia.edu.in>; Caral D'Cunha
<caral.dcunha@nldalmia.edu.in>; Program Office <program.office@nldalmia.edu.in>; Narayan
Sawant <narayan.sawant@nldalmia.in>

Subject: Re: Attendance Sheet for Data Visualization with Tableau and Power BI Workshop from August 24,2021 to September 14,2021

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Dr. Baisakhi Mitra Mustaphi | Associate Professor-
Marketing

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A.Y. 2021-22
HR Analytics

Nov - 2022

HR Analytics workshop PGDM HR Batch 2021-23 Course Curriculum

1 Introduction to HR Analytics

- HR Analytics Intro
- Stages of Analytics
- Analytics Process
- Measuring Data
- Benefits & Challenges
- Application of HR Analytics
- Bias in Analytics

2 Analytics - Basic to Intermediate

- Recruitment Analytics
- Recruitment Analytics - Excel
- Recruitment Analytics - Key metrics
- Performance Analytics
- Performance Analytics - Excel

3 Advanced Analytics

- Business problem #1 solved using rank and percentile
- Business Problem #2 solved using descriptive statistics
- Business problem #2 solved using histogram
- Business problem #3 solved using correlation and covariance
- Business problem #4 solved using paired t-test
- Business problem #5 solved using t test unequal variance
- Business problem #6 solved using ANOVA single factor
- Business problem #7 solved using ANOVA two factor with replication
- Business problem #8 solved using ANOVA two factor without replication
- Business problem #9 solved using z test
- Business problem #10
- Business problem #10 solved using LR
- Business Problem#11 and introduction to moving average and exponential smoothing
- Business problem #11 solved using moving average
- Business problem #11 solved using exponential smoothing

**HR Analytics workshop
PGDM HR Batch 2021-23**

First Name	Last Name	Email	Course Name	Activated At	Started At	Last Sign In	% Viewed	% Completed	Certificate Link
Jhanvi	Ajmani	jhanvi.ajmani@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-22 10:50:53 UTC	2021-12-12 17:15:13 UTC	100	100	https://forevision.thinkific.com/certificates/gnr4htbeh
Aakanksha	Jadhav	aakanksha.jadhav@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-26 04:52:19 UTC	2021-12-12 12:17:10 UTC	100	100	https://forevision.thinkific.com/certificates/naa9zusk77
Preeti	Goyal	preeti.goyal@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-12-06 05:49:15 UTC	2022-01-04 06:18:09 UTC	100	100	https://forevision.thinkific.com/certificates/sr8dg9zaug
Hinet	Patil	hinnet.patil@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-12-03 18:14:27 UTC	2021-12-20 02:10:46 UTC	18	14	
Prasad	Gharat	prasad.gharat@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-27 12:45:38 UTC	2021-12-12 04:12:20 UTC	100	100	https://forevision.thinkific.com/certificates/grmfvcxue
Shruti	Tambe	shruti.tambe@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-23 04:05:16 UTC	2021-12-05 14:09:23 UTC	100	100	https://forevision.thinkific.com/certificates/6ttra4yr6f
Sarthak	Pathak	sarthak.pathak@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-26 12:12:58 UTC	2022-01-08 03:34:33 UTC	100	100	https://forevision.thinkific.com/certificates/vvmrwwub2k
Arti	Jani	arti.jani@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-22 11:00:13 UTC	2021-12-12 06:02:48 UTC	100	100	https://forevision.thinkific.com/certificates/6kw0pnbtbsb
Radhika	Naik	radhika.naik@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-30 04:10:09 UTC	2021-12-26 11:03:46 UTC	100	100	https://forevision.thinkific.com/certificates/upklqset17
Meghashree	Nayak	meghashree.nayak@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-24 12:50:42 UTC	2021-12-12 05:31:53 UTC	100	100	https://forevision.thinkific.com/certificates/6mn1muiuge

Khushboo	Arora	khushboo.arora@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-27 14:28:40 UTC	2021-11-27 14:28:28 UTC	44	44	
Tanaya	Phasate	tanaya.phasate@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-23 17:19:45 UTC	2021-12-26 15:01:45 UTC	100	100	https://forevision.thinkific.com/certificates/xw401tfvgx
Kanchan	Patil	kanchan.patil@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-23 04:17:51 UTC	2022-01-06 13:54:34 UTC	74	66	
Shreya	Vij	shreya.vij@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-12-12 04:49:48 UTC	2021-12-25 19:11:15 UTC	100	100	https://forevision.thinkific.com/certificates/ut3ek0z7i8
Tushar	Pandagre	tushar.pandagre@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:03 UTC	2021-11-29 05:41:57 UTC	2021-11-29 05:41:33 UTC	3	0	
Ritika	Toshniwal	ritika.toshniwal@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:04 UTC	2021-11-22 13:16:32 UTC	2021-12-24 06:12:30 UTC	100	100	https://forevision.thinkific.com/certificates/b5qi4kh0ae
Vidisha	Jain	vidisha.jain@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:04 UTC	2021-11-29 05:40:37 UTC	2021-11-29 05:40:26 UTC	25	25	
Yesha	Jhaveri	yesha.jhaveri@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:04 UTC	2021-11-27 17:49:46 UTC	2021-12-08 14:02:32 UTC	100	100	https://forevision.thinkific.com/certificates/klahfgidsf
Poornima	Nagare	poornima.nagare@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:04 UTC	2021-11-23 04:05:17 UTC	2021-12-30 12:41:59 UTC	100	100	https://forevision.thinkific.com/certificates/xczrm4rl8j
Sushree	Subhanandini	sushree.subhanandini@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:04 UTC	2021-12-07 12:49:40 UTC	2022-01-06 11:38:30 UTC	100	100	https://forevision.thinkific.com/certificates/spbxei9hlo
Chandrakant	Varma	chandrakant.varma@nldalmia.edu.in	HR Analytics	2021-11-22 04:18:04 UTC	2021-11-23 03:12:39 UTC	2021-12-07 04:40:14 UTC	96	55	



Date: - 10th January, 2022
Invoice No. : FV/TR/01/2022/1227

INVOICE

Institute Name	Course Name	Payment Terms
N. L. Dalmia Institute of Management Studies and Research	HR Analytics	100% within 15 days of the invoice date

Sr. No.	Description	No. of Students	Total Amount (Rs)
1.	HR Analytics – Only Online course Lifetime Access + Doubt Solving sessions	20	25000/-
Grand Total in words – Twenty Five Thousand Only			

Payment Details -
<ul style="list-style-type: none">• Cheque to be drawn in the name of "Abhisek Salecha"• PAN card no. – BBOPS2974M• Online Transfer:- Account Name: Abhisek Salecha; Account No: 20043932536; IFSC Code: SBIN0000551; Bank: State Bank of India

For ForeVision



Abhisek Salecha
Co-Founder



N. L. Dalmia[®]
**Institute of Management
Studies and Research**

(A School of Excellence of N. L. Dalmia Educational Society)

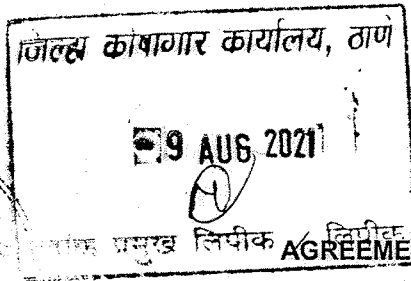
A.Y. 2021-22
Certificate Training Program
in Commodity Market (MCX)



महाराष्ट्र MAHARASHTRA

2021

BD 806186



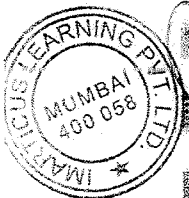
This Agreement for Training Services ("Agreement") made on this 12th August, 2021

Between

N. L. Dalmia Institute of Management Studies and Research, Shrishti, Sector – 1; Mira Road East, Mumbai Metropolitan Region 401107, established by the Niranjanlal Dalmia Educational Society, which is a 'public charitable trust' registered under the Maharashtra Public Trusts Act, 1950 and a 'Society' under the Societies Registration Act, 1860, (hereinafter referred to as the "**Service Receiver**" which, expression unless it is repugnant to the context or meaning thereof, shall be deemed to mean and include its successors, representatives and permitted assigns) of the **ONE PART**;

AND

IMARTICUS LEARNING PRIVATE LIMITED, a Company incorporated under the provisions of the Companies Act, 1956, having its Registered Office at 5th Floor, B – Wing, Kaledonia, HDIL Building, Sahar Road, Andheri East, Mumbai – 400058 (hereinafter referred to as the "**Service Provider**" which expression, unless it is repugnant to the context or meaning thereof, shall be deemed to mean and include its successors, representatives and permitted assigns) of the **OTHER PART**.



Signature



Service Receiver and the Service Provider are individually referred to where the context permits as a "Party" and collectively as the "Parties".

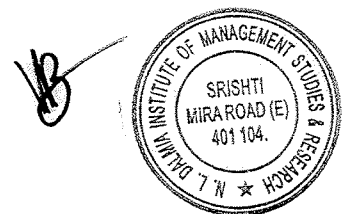
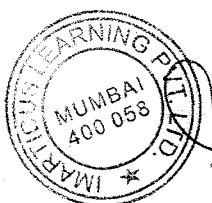
WHEREAS

- A. The Service Receiver is engaged in providing education.
- B. The Service Provider is engaged in providing learning & development services to various companies; and
- C. The Service Provider has represented that it has the required expertise, skill and manpower to provide the Services referred to in Annexure 2 to this Agreement ("the Services") and is interested in providing such Services to Service Receiver, and Service Receiver based on the representation made by the Service Provider is interested in availing the Services subject to the terms and conditions stipulated herein.

NOW THEREFORE, IN CONSIDERATION OF THE COVENANTS AND MUTUAL PROMISES SET FORTH HEREIN, THE PARTIES HERETO AGREE AS FOLLOWS:

1. SERVICES

- 1.1 In accordance with this Agreement, the Service Provider agrees to provide the Services as may be required and confirmed by Service Receiver. Service Receiver shall issue a Purchase Order ("PO") to the Service Provider indicating the name and date of the training program as may be required by Service Receiver, and the Service Provider shall conduct the training program accordingly. The details pertaining to the Services such as the name of training program, duration, fees etc., are listed in the Schedule A attached hereto and made a part hereof.
- 1.2 The Service Provider shall develop the training program based on the inputs received from Service Receiver. The Service Provider shall furnish training materials such as participant's guide, facilitator's PPT, lab exercises, case studies, assessments and any other relevant reference material in form of soft copy and hard copy to Service Receiver as may be mutually agreed ("Materials" as defined in Article 7) for all Services under this Agreement. Unless otherwise agreed, all trainings and the Materials shall be in English.
- 1.3 The Service Provider shall maintain records of all the participants for all training and award participant course completion certificates, as applicable, to participants who successfully complete a course, as determined by mutual discussions in respect of each program.



2. WARRANTIES AND REPRESENTATIONS

2.1 The Service Provider represents and warrants that it will provide the Services in a diligent, good and workmanlike manner consistent with the highest professional standards and quality.

2.2 The Service Provider acknowledges and confirms to Service Receiver that:

2.2.1 The Service Provider has not and will not provide, promise or offer any illegitimate benefit to any person including any employee or officer of Service Receiver in connection with or arising from the entry into or the performance of obligations under this Agreement, or in order to have business from Service Receiver pursuant to this Agreement or otherwise. For avoidance of any doubt, illegitimate benefit means any benefit or advantage (whether in cash or kind) which is not legitimately due to the recipient, and includes any bribe or kickback; and

2.2.2 Service Receiver follows anti-bribery policy, which prohibits the offering, giving, solicitation, or acceptance of any bribe, whether by way of cash or other inducements. The Service Provider undertakes to adhere to a similar policy. If at any time, it is found that the Service Provider is not adhering to the anti-bribery policy stated herein, Service Receiver reserves the right to terminate this Agreement, forthwith without any reference or notice to the Service Provider.

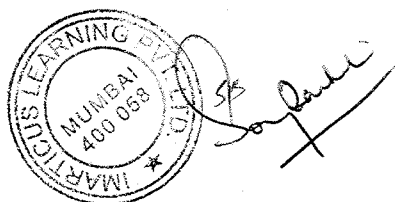
3. PAYMENT TERMS

3.1 Service Receiver shall pay to the Service Provider, for the Services provided, in accordance with the fee structure detailed in the Annexure 1.

3.2 The Service Provider shall submit the invoice(s) along with all required documents upon completion of the respective training session. The Service Receiver shall pay to the Service Provider within Thirty (30) days from the date of receipt of the invoice.

3.3 If Service Receiver fails to pay an undisputed invoice within its due date for payment, the Service Provider reserves the right to charge interest at the rate of 12% per annum on the overdue amount from the due date up to the date of actual payment.

3.4 It is agreed that, Service Receiver shall be liable for any expenses incurred by the Service Provider towards travel, accommodation or local conveyance etc for providing such services.



A handwritten signature or initials, possibly 'B'.



3.5 The invoices shall be addressed to:

| Program Head – PGDM

Sector 1, Srishti, Mira Road (E), Thane (MMR) 401107

Attn: Tarun Agarwal

M: +91-9819022999

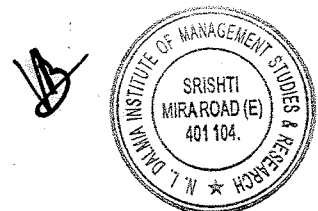
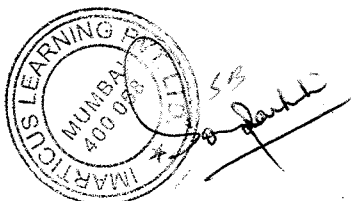
4. CANCELLATION

4.1. The Service Provider is not entitled to cancel any confirmed training session without prior written permission from the Service Receiver. The Service Provider agrees to reschedule and hold another training session covering the same contents within three months of the date on which such cancelled session was originally proposed to be held. Service Receiver shall not be liable to pay for cancellation of any confirmed training session, if Service Receiver notifies the Service Provider in writing at least 7 working days in advance of the scheduled session regarding cancellation of such confirmed training session. If Service Receiver does not notify the Service Provider in writing at least 7 working days in advance of the scheduled session regarding cancellation of any confirmed training session, the Service Provider shall be entitled to a cancellation charge of 10% of the total cost of such confirmed training session.

5 CONFIDENTIALITY

5.1 The Parties herein acknowledge that each Party will be disclosing the Confidential Information to the other Party and which, if improperly used or disclosed by the Receiving Party, could cause irreparable harm to the Disclosing Party. For the term of this Agreement and for a period of five years thereafter, each Party shall hold all Confidential Information disclosed to it by the other Party in confidence and use that Confidential Information solely in connection with the performance and delivery of the Services hereunder and for no other purpose. If there is a breach of confidentiality, the non-breaching party may be entitled to seek injunctive relief in addition to any other remedies as the non-breaching party may have at law or equity.

5.2 “**Confidential Information**” shall mean and include, but is not restricted to all non-public information of either Party that is technical and commercial concerning business, books of record and account, data systems, software, services, any materials, trade secrets, know-how, formulae, processes, algorithms, ideas, strategies, inventions, data, network configurations, system architecture designs, flow charts, drawings, proprietary information, business and marketing plans, financial and operational information, and all other non-public information, material or data relating to the current and/ or future business and operations, wages related information provided by the disclosing party (“**Disclosing Party**”) to the other Party (“**Receiving Party**”). pursuant to this Agreement, or any other information which may come to the knowledge of the Recipient and is marked as Confidential Information. Confidential Information shall not include information which (a) is already in the Receiving Party’s possession at the time of receipt from the Disclosing Party; (b) is or later becomes public through no fault of the Receiving Party; (c) is lawfully received from a third party having no obligation of confidentiality to the Disclosing Party; (d) is required by law to be



disclosed; or (e) is independently developed by the Receiving Party who did not have access to the Confidential Information.

6 INTELLECTUAL PROPERTY RIGHTS

- 6.1 The material used shall not infringe any third party IPR and the Service Provider shall, materials in which Service Providers IPR subsists, identify and mark appropriately before sharing the material.
- 6.2 Service Receiver shall not conduct training, sell, sublicense, or otherwise make the Materials available to third parties for any reason, and shall not reproduce, alter, or create derivative works from such Materials, except as specifically authorized herein, without the Service Provider's prior written permission.

7 OWNERSHIP OF MATERIALS

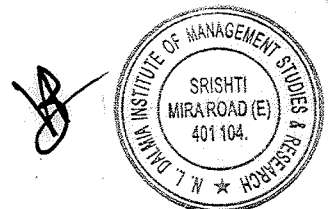
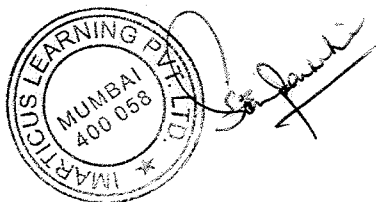
- 7.1 The Service Provider retains all intellectual property rights and interest to the pre-existing courseware and the related intellectual property that the Service Provider uses to deliver the Services hereunder and all derivatives thereof (collectively, "Materials").

8 NON-SOLICITATION

- 8.1 During the term of this Agreement and for a period of one (1) year thereafter, neither Party shall directly or indirectly, hire or solicit any employee of the other Party, who has been introduced pursuant to this Agreement, without prior written consent of the other Party. The foregoing does not, however, restrict either Party from employing the other Party's employees who seek employment with such Party as a result of a general advertisement released in public domain.

9 TERM AND TERMINATION

- 9.1 Both Parties agree and confirm that the Term of the Contract shall be deemed to have been commence from **7th July, 2021** and shall continue till **6th July, 2024** (3 Years), unless terminated earlier as set forth hereunder (the "Term"). This Agreement may be extended or renewed for further terms as mutually agreed by the Parties herein. Either party may terminate this Agreement at any time without assigning any reason whatsoever, with prior written notice of 30 days to the other Party. Following any termination/expiration of this Agreement, Service Receiver shall be liable to pay for the following: (i) all Services performed by the Service Provider; and (ii) all pre-approved expenses (if any) incurred by the Service Provider on Service Receiver's behalf.
- 9.2 Termination of this Agreement shall not affect (a) obligations accruing prior to the effective date of termination, or (b) any obligations which are intended to survive termination of this Agreement.



10 INDEMNITY

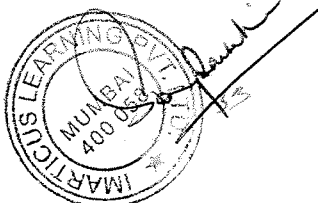
- 10.1 The Service Provider agrees to indemnify, defend and hold harmless Service Receiver, its trustees, officers, employees and agents, from and against any third party claims, demands, loss, damage, directly related to the Services referred to herein resulting from any act or omission of the Service Provider, and in particular; (i) any claim that the Materials furnished or delivered under this Agreement or use thereof by Service Receiver infringes or misappropriates any copyright, trade secret, or other proprietary or confidentiality right of any third party; (ii) any actual or threatened breach by the Service Provider of its confidentiality obligations under this Agreement; and (iii) any violation of applicable laws, rules and regulations by the Service Provider.
- 10.2 Service Receiver agrees to indemnify, defend and hold harmless the Service Provider, its officers, directors, and employees from and against any third party claims, demands, loss, damage, liability, causes of action, judgments, or costs and expenses of every nature (including attorney's fees and expenses) related to Service Receiver; (i) a claim of IPR infringement against the Service Provider resulting from Service Receiver's unauthorized use of the Materials; and (ii) any violation of applicable laws, rules and regulations by Service Receiver.

11 LIMITATION OF LIABILITY

- 11.1 Neither Party's liability to the other Party arising out of or in connection with this Agreement shall exceed, in the aggregate, the total fees payable by Service Receiver to the Service Provider for the Services performed under this Agreement.
- 11.2 Neither Party shall be liable to the other Party for any special, exemplary, indirect, incidental, consequential or punitive damages of any kind or nature whatsoever including, without limitation, loss of revenues, profits, savings or business), whether in an action based on contract, warranty, strict liability, tort, negligence or otherwise, even if such Party has been informed in advance of the possibility of such damages or such damages could have been reasonably foreseen by such Party.

12 ARBITRATION

- 12.1 In the event any dispute or difference arises, in connection with the interpretation or implementation or validity or otherwise arising out of or in relation to this Agreement, the Parties shall attempt in the first instance to resolve such dispute through friendly consultations. If the dispute is not resolved through friendly consultations within thirty (30) days from the date of commencement of discussions or such longer period as the Parties agree in writing, then either party may refer the dispute to arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996. Such arbitration shall be conducted by a sole arbitrator to be mutually appointed by both the Parties. The exclusive venue and seat for arbitration shall be Mumbai. The arbitration proceedings shall be conducted in the English language.



13 GOVERNING LAW & JURISDICTION

13.1 This Agreement shall be governed by the laws of India. Subject to clause 12 above, the courts of Mumbai shall have the exclusive jurisdiction for any litigation that may arise out of this Agreement.

14 MISCELLANEOUS

14.1 **Subcontracting:** The Service Provider may, with the prior written consent of the Service Receiver, engage qualified and experienced freelancers with adequate subject knowledge for performing the Services under this Agreement. Any consent to such subcontracting shall not relieve the Service Provider from any liability or obligation under the Agreement and the Service Provider shall be fully responsible for the acts and/or omissions of its freelancers / sub-contractors as if they were acts, omissions, defaults or negligence of the Service Provider.

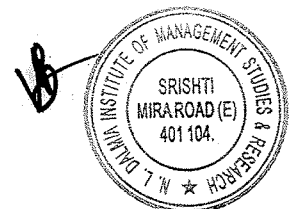
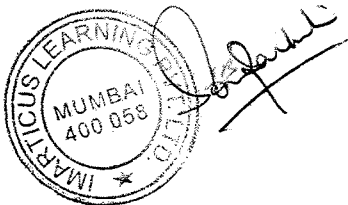
14.2 **Force Majeure:** Neither party shall be responsible for delays or failure of performance resulting from acts beyond the reasonable control of such party. Such acts include, but are not limited to, acts of God, strikes, walkouts and riots, acts of war, acts of terrorism, epidemics, governmental regulations, power failures, earthquakes, or other disaster.

14.3 **Entire Agreement, Modification and Severability, Non-exclusivity:** This Agreement supersedes all prior representations, negotiations, and agreements concerning the subject matter hereof and may not be modified except in a writing signed by both parties. This Agreement may not be amended except by a document in writing signed by both Parties. Invalidity or unenforceability of one or more provisions of this Agreement shall not affect any other provision herein. This arrangement is based on non-exclusivity; Service Receiver is free to engage any other service provider for the Services referred to herein or for any other or similar services.

14.4 **No Waiver:** The failure of a party to insist upon the performance of any provision of this Agreement or to exercise any right or privilege granted hereunder shall not be construed as waiving such provision, and the provision shall continue in force.

14.5 **Assignment:** Except as provided in para 14.1 hereof, the Service Provider shall not assign this Agreement (in whole or in part) or any rights hereunder to a third party without the prior written consent of the Service Receiver. This Agreement shall bind and inure to the benefit of the Parties and their respective successors and permitted assigns.

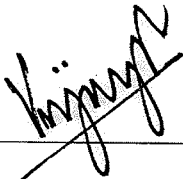
14.6 **Independent Contractors:** Nothing contained in this Agreement is to be construed to constitute Service Receiver and the Service Provider as partners or joint ventures of each other. It is the intention of both parties that the relationship between Service Receiver and the Service Provider shall at all times be that of independent contractors.



IN WITNESS WHEREOF, the Parties hereto have set their hands at the place and on the day and year first above written.

**For N. L. Dalmia Institute of Management
Studies and Research**

Signature: _____

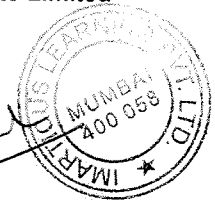
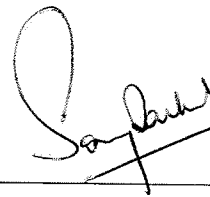


Name: Vijay Ramchandran
Designation: Director



For Imarticus Learning Private Limited

Signature: _____



Name: Sonya Hooja
Designation: Director

Annexure 1 - Charges towards Services

The duration for the program would be 32 hours

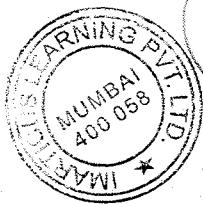
The Commercial would be as below :

Number of Batches	Commercial Per Batch
2	1,70,000 + Tax Extra
3	1,60,000 + Tax Extra

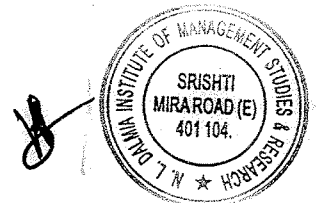
$$1,60,000 \times 4 = 6,40,000$$

$$\frac{5,60,000}{4}$$

4



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Annexure – 2 Fintech Program Schedule

Fintech Program Schedule



Day 1

Fintech

- Introduction to Financial Technology
- Fintech Business Models
- Future of Money
- Breaking the Financial Services Value Chain
- Regtech
- Fintech and Regulation
- Open Banking
- Neo Banking
- Fintech Module_Future of Fintech_API

Day 2

Artificial Intelligence and Machine Learning

- Artificial Intelligence And Applications
- Machine Learning & Data Analytics
- Introduction To Machine Learning
- Deep Dive
- NLP in BFSI
- Future of AI

Day 3

Blockchain

- Introduction & Foundations
- Deep Dive - I
- Deep Dive - II
- Use Cases - BFSI
- Use Cases - Financial Services
- Use Cases - Others
- Landscape



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**Fintech
Program Schedule**



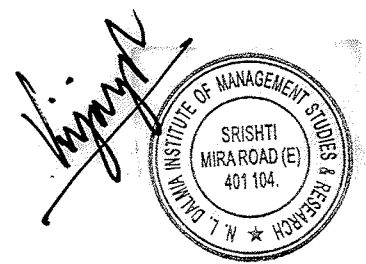
Day 4

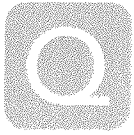
RPA and BoTs

- RPA
- IPA
- BoTs
- Tools



SS





Quantsapp
Optimize Opportunities

MEMORANDUM OF UNDERSTANDING

BETWEEN

Quantsapp Pvt. Ltd.

And

N. L. DALMIA INSTITUTE OF MANAGEMENT

1. Purpose

With the object of promoting a learning in Financial Derivatives in general and equity derivatives particular to the budding finance major students, Quantsapp Pvt. Ltd. ("Quantsapp") and N. L. Dalmia Institute of Management, individually also "Party" and collectively the "Parties", enter into the following Memorandum of Understanding ("MoU").

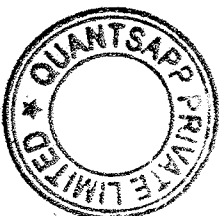
2. Offering

Quantsapp under its social and moral obligation towards the community of option enthusiasts would like to offer subscription services of Quantsapp's application Option Strategy Optimizer to the students fulfilling eligibility criteria mentioned in clause 4 with "End of Day" data frequency at absolutely free of cost. Here the term "End of Day" should be read as any data presented in the application refers to one closing value of its labelled date.

3. Eligibility Criteria:

For students of N. L. Dalmia Institute of Management to qualify for being recipient of the offering mentioned in clause 2 will have to fulfil following criteria:

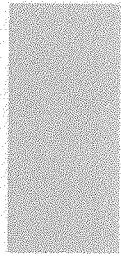
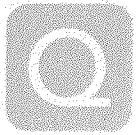
1. Active student of N. L. Dalmia Institute of Management with program completion date in future
2. Currently pursuing major or minor in Finance
3. Has Derivatives as one of the electives
4. Does not have active Pro membership of Option Strategy Optimizer App



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Handwritten signature



4. Forms of Co-operation

Within such fields as are mutually acceptable for the Parties, the following forms of co-operation, amongst others, may be pursued hereunder by N. L. Dalmia Institute of Management:

- Updating Quantsapp with courses offered by N. L. Dalmia Institute of Management with
Derivatives as an elective
- Upload of Students Information fulfilling criteria
- Provision and updating of accurate course completion date
- Nomination of a SPoC for Quantsapp

Within such fields as are mutually acceptable for the Parties, the following forms of co-operation, amongst others, may be pursued hereunder by Quantsapp:

- Providing N. L. Dalmia Institute of Management with a portal to upload and edit student information
- Grant access to "End of Day" data frequency application of Option Strategy Optimizer
- Helping with the support queries raised by N. L. Dalmia Institute of Management nominated SPoC for Quantsapp

5. Consideration

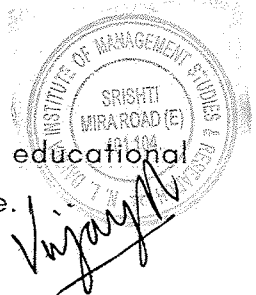
While the subscription services will be offered to the students free of cost. Quantsapp expects N. L. Dalmia Institute of Management to affirm the integrity of the list of eligible students uploaded to avoid any misuse of this socially motivated offering.

6. General Coordinators

Each Party shall designate an administrative office support to oversee and facilitate the implementation of any agreements arising out of this MoU.

7. Liability

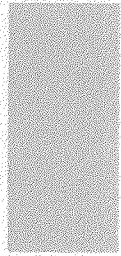
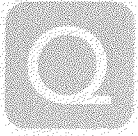
Option Strategy Optimizer application subscription is solely for the educational purpose. Quantsapp shall have no liability arising out of use of the same.



Ranjana

Aditya

Vijay



8. Legal Relationship

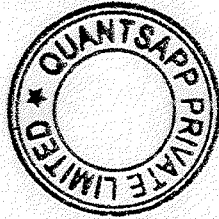
This MoU shall be construed as a statement of purpose to promote a genuine and mutually beneficial collaboration between the Parties. Nothing in this MoU shall create any legal relationship between the Parties.

9. Commencement, Renewal, Termination

This MoU will be effective from the date of the last signature hereto and will remain in force for a time period of five (5) years, with a possibility for renewal at the end of the five-year-period, subject to the Parties' written agreement. Either Party may terminate this MoU by giving three (3) months' notice in writing to the other Party.

Signed on behalf of Quantsapp:

Place MUMBAI
Date: 25/2/2021



[Handwritten signature]

Signed on behalf of N. L. Dalmia

Place: MUMBAI
Date: 24/02/2021



[Handwritten signature]

[Handwritten signature]



N. L. Dalmia[®]
Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

ISO 9001:2015 • Accredited Grade "A" by NAAC • Accredited Grade "MH-A****" (State) & Grade "A***" (National) by CRISIL • "Premier College" by ASIC

MEMORANDUM OF UNDERSTANDING

BETWEEN

Quantsapp Pvt. Ltd.

And

N. L. DALMIA INSTITUTE OF MANAGEMENT

1. Purpose

With the object of promoting a learning in Financial Derivatives in general and equity derivatives particular to the budding finance major students, Quantsapp Pvt. Ltd. ("Quantsapp") and N. L. Dalmia Institute of Management, individually also "Party" and collectively the "Parties", enter into the following Memorandum of Understanding ("MoU").

2. Offering

Quantsapp under its social and moral obligation towards the community of option enthusiasts would like to offer subscription services of Quantsapp's application Option Strategy Optimizer to the students fulfilling eligibility criteria mentioned in clause 4 with "End of Day" data frequency at absolutely free of cost. Here the term "End of Day" should be read as any data presented in the application refers to one closing value of its labelled date.

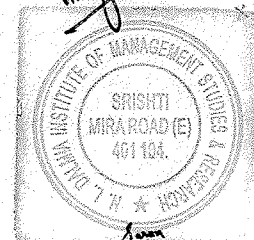
3. Eligibility Criteria:

For students of N. L. Dalmia Institute of Management to qualify for being recipient of the offering mentioned in clause 2 will have to fulfil following criteria: 1. Active student of N. L. Dalmia Institute of Management with program completion date in future 2. Currently pursuing major or minor in Finance 3. Has Derivatives as one of the electives.

Jalut



Vijay





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4. Forms of Co-operation

Within such fields as are mutually acceptable for the Parties, the following forms of co-operation, amongst others, may be pursued hereunder by N. L. Dalmia Institute of Management: - Updating Quantsapp with courses offered by N. L. Dalmia Institute of Management with Derivatives as an elective - Upload of Students Information fulfilling criteria - Provision and updating of accurate course completion date - Nomination of a SPoC for Quantsapp Within such fields as are mutually acceptable for the Parties, the following forms of co-operation, amongst others, may be pursued hereunder by Quantsapp: - Providing N. L. Dalmia Institute of Management with a portal to upload and edit student information - Grant access to "End of Day" data frequency application of Option Strategy Optimizer - Helping with the support queries raised by N. L. Dalmia Institute of Management nominated SPoC for Quantsapp.

5. Consideration

While the subscription services will be offered to the students free of cost. Quantsapp expects N. L. Dalmia Institute of Management to affirm the integrity of the list of eligible students uploaded to avoid any misuse of this socially motivated offering.

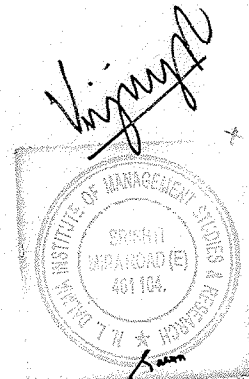
6. General Coordinators

Each Party shall designate an administrative office support to oversee and facilitate the implementation of any agreements arising out of this MoU.

7. Liability

Option Strategy Optimizer application subscription is solely for the educational purpose. Quantsapp shall have no liability arising out of use of the same.

Ashutosh





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8. Legal Relationship

This MoU shall be construed as a statement of purpose to promote a genuine and mutually beneficial collaboration between the Parties. Nothing in this MoU shall create any legal relationship between the Parties.

9. Commencement, Renewal, Termination

This MoU will be effective from the date of the last signature hereto and will remain in force for a time period of five (5) years, with a possibility for renewal at the end of the five-year-period, subject to the Parties' written agreement. Either Party may terminate this MoU by giving three (3) months' notice in writing to the other Party.

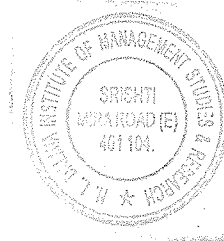


[Handwritten Signature]

Signed on behalf of Quantsapp:

Place MUMBAI

Date: 20/2/2021



[Handwritten Signature]

Signed on behalf of N. L. Dalmia

Place: MUMBAI

Date: 19/02/2021

STRATEGIC PARTNERSHIP

MEMORANDUM OF UNDERSTANDING

Between

MULTI COMMODITY EXCHANGE OF INDIA LIMITED,

MUMBAI, INDIA

AND

N.L.DALMIA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH,

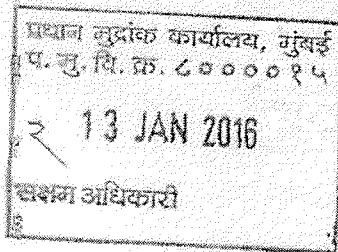
THANE, INDIA



महाराष्ट्र MAHARASHTRA

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X 087217



This Memorandum of Understanding ("MoU") is signed on _____ at _____ to record the following understandings reached in discussions between:

M/S MULTI COMMODITY EXCHANGE OF INDIA LTD., a company registered under the Companies Act 1956, having its registered Office at Exchange Square, CTS No. 255, Suren Road, Chakala, Andheri (East), Mumbai 400 093 hereinafter referred to as "MCX" which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns, of the One Part;

And

N.L.DALMIA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, an Institute recognised by AICTE and affiliated to the University of Mumbai, located at Sector-1 Shristi,



Mira Road, Thane 401 101, India, hereinafter referred to as "NLDIMSR" which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns, of the Second Part;

"MCX"& "NLDIMSR" shall hereinafter referred to as such or individually as "Party" and collectively as "Parties".

WHEREAS:

The commodity market plays a vital role in the economic development of the country. The industry is expected to create a significant number of job opportunities in the next decade to come.

MCX, being the largest commodity exchange in the country, in collaboration with NLDIMSR, a leading institute in the field of management and research aims to ensure that needs of the industry are met through supply of highly skilled professionals.

1. OBJECTIVES

Some of the major objectives to be accomplished by the Parties collectively through this MoU are as follows –

- The Parties will consider and explore the opportunities of jointly conducting various interactive sessions and faculty development programme.
- NLDIMSR may launch full, part-time, Post Graduate Executive Diploma courses in Commodity and Currency Derivative Markets, wherein MCX will provide inputs for design of the curriculum and other assistance wherever is possible.
- NLDIMSR will consider at its discretion to introduce one chapter on "Commodity derivatives" in its curriculum for the programs offered in areas of management and commerce, wherein MCX Training and Certification Cell will provide the required content and other reading material.
- The parties agree to conduct MCX Commodity Professional (MCCP) certification under the following understanding -
 - MCCP certification may be made available to all BBA and MBA students of NLDIMSR which will also facilitate participation of other University Schools under the NLDIMSR banner.
 - They may seek to offer the Program for interested students of its other



Courses in the Faculty of Commerce, Management, Economics and the like.

- MCX will allow students of NLDIMSR in batches to appear for the online test of the Certification Program of the Exchange, on payment of applicable fees to MCX (Currently, Rs.1500 each plus taxes per candidate) by NLDIMSR. The online test will be conducted at MCX designated testing centers.
 - NLDIMSR at its discretion may independently charge a Course Fee on the students for facilitation of the Program.
 - MCX will make reference materials available to the registered candidates.
 - MCX will also provide necessary faculty assistance to conduct a 'Faculty Development Program' for the teaching staff of NLDIMSR at no charge. However, the cost of travel and stay (if any), of the deputed faculty will be borne by NLDIMSR.
-
- The Parties will share each other's publications; however the copyright shall remain with original content generator.
 - The research department of the Exchange will also contribute articles and other research studies in the area of commodity derivative markets to NLDIMSR Publications.
 - The Parties agree to render necessary support wherever applicable and subject to necessary approval from the relevant regulatory bodies. Based on the above understanding, the Parties have agreed to participate and promote the development of commodity futures market.

2. COMMERCIALS

All commercial parameters of costs will be evaluated independently by both the Parties and wherever cost needs to be mutually shared, such initiatives would be decided by mutual consent of the Parties.

3. COMPLIANCE WITH REGULATIONS

Nothing in this MoU shall apply where such application would be in breach of the laws and regulations in force from time to time or Rules, Bye Laws, Business Rules of any of the Parties.



4. TERM

This MoU will come into effect on the date on which the same is signed by both the parties and duly executed and shall continue for 36 months (hereinafter referred to as the "Initial Term") , unless it is terminated sooner under the termination provision(s) of this MoU.

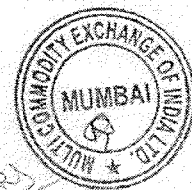
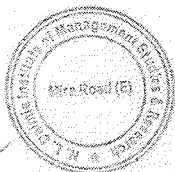
At the conclusion of the Initial Term (the date of such conclusion being the "Renewal Date") this MOU shall automatically renew for another 24 months period from the Renewal Date and thereafter, the MOU shall automatically renew for successive 1 (one) year periods, provided however, that either Party unless it is terminated sooner under the termination provision(s) of this MoU.

5. TERMINATION

- a. Either Party may terminate this MoU at any time in the event of breach of any of the terms and conditions contained herein, including but not limited to the breach of Confidential Information (as defined hereinafter), by the other Party of any of its obligations under this Agreement, which breach, if capable of cure or remedy, has not been cured or remedied within 30 days of the receipt of written notice of such breach or failure.
- b. This MoU may be terminated unilaterally by 30 days written notice by either Party to the other Party at any time during the Term.
- c. Termination of this MoU shall be without prejudice to any rights and liabilities of the parties accrued prior to the date of termination.
- d. No termination shall affect the completion of any of the study programs by the students who might have already registered for such program/s, however no further enrolments will take place for the said program.

6. AMENDMENT

This Agreement shall not be amended, altered or modified, or any provision herein shall not be waived except by an instrument in writing expressly referring to this Agreement and signed by the duly authorized representatives of both the Parties, and no verbal contract or conduct of any nature relating to the subject matter hereof or to the relationship between the Parties will be considered valid and enforceable.



7. LEGAL EFFECT

- a) Except for the confidentiality obligation and termination, this MoU shall not impose any legal obligation on either Party, and shall not create any rights enforceable by any third party.
- b) Conclusion of this MoU shall not imply the establishment of any partnership or joint venture between both parties. Either Party shall not hold any rights to establish such relationship without obtaining prior approval, in writing, from the other Party.
- c) Further, both Parties understand that this MoU is only an expression of goodwill aimed at developing and building a relationship of mutual cooperation.

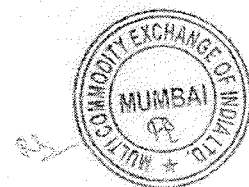
8. REPRESENTATIONS, WARRANTIES AND COVENANTS

Each Party hereby represents and warrants to the other Party as follows:

- a) It is duly organized and validly existing under the laws of India and has full power and authority and has all material governmental licenses, consents and approvals necessary to own its assets and properties and to carry on its business as now conducted.
- b) It has all necessary powers, authority and approvals to execute and deliver this MoU and to perform all of its obligations arising or created hereunder.
- c) Person signing onto this MoU on behalf of the Parties has been duly authorized to do so.
- d) Upon execution and delivery hereof and at the execution of this MOU and any subsequent MoUs as contemplated herein, all of such shall be legal, valid and binding obligations of Parties and shall be enforceable against Parties in accordance with their respective terms.
- e) It shall perform its role in the manner specified in this MoU and fulfill its duties, and obligations in the manner specified in this MoU.

9. SURVIVAL OF RIGHTS

Termination of this MoU shall be without prejudice to any other rights of the Parties, which may have accrued up to the date of such termination and the rights of the Parties, to terminate this MoU are not intended to be exclusive but shall be in addition to every other remedy or right now or hereafter existing including the right to recover damage and to a decree requiring any appropriate performance required by this MoU.



10. TRADEMARKS, COPYRIGHTS AND ADVERTISING

Except as specifically set forth in this MoU, nothing in this MoU confers upon any Party any right to use the other Party's trademark, trade names or service marks or Copyrights in connection with any product, service, promotion or publication, nor shall any party adopt any trademark which is confusingly similar to any of a trademark of the other party so as to indicate equivalence or affinity to, or applicability or compatibility with any product of the other party.

11. INDEMNIFICATION

Both Parties shall indemnify and keep indemnified the other Party along-with its directors, employees, officers, servants, agents and representatives from and against any and/or all claims, demands and action and any liabilities, damages or expenses resulting therefrom, excluding court costs and attorney's fees, arising out of or relating to breach of any terms of this MoU by other Party under this MoU.

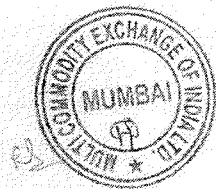
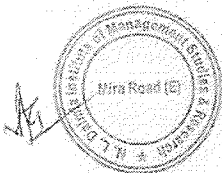
12. CONFIDENTIALITY

a) Each Party undertakes to:

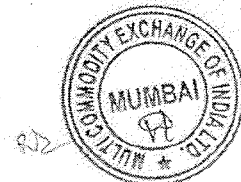
- i. Keep all shared non-public information or matters that arise or that come to its attention or its personnel's attention pursuant to and in the course of the performance of the terms of this MOU ("Confidential Information") private and confidential;
- ii. Not at any time, for any reason whatsoever, disclose such Confidential Information or permit such Confidential Information to be disclosed to any third party except as permitted hereunder or except with the express written consent of the disclosing Party; and
- iii. Not use any Confidential Information other than for any purpose as may be required under the terms of this MOU.

b) The obligation of confidentiality referred to in Clause 12(a) shall not apply to any Confidential Information which:

- i. Shall have come into the public domain without fault on the part of the receiving Party;
- ii. Is already known to the receiving Party at the time of disclosure, as evidenced by written records;
- iii. Was disclosed to the receiving Party by a third party without any breach of any confidentiality obligation imposed on such third party; or
- iv. Is lawfully and independently developed by the receiving Party without reference to the Confidential Information.



- c) No disclosure of Confidential Information shall be made by the receiving Party to any third Party without the prior written consent of the other Party except:
- i. Where, as required to be disclosed by law, regulation or any governmental or regulatory authority having competent jurisdiction over the receiving Party, subject to Clause 12(d) hereof and only as long as the receiving Party consults the other Party in advance of such disclosure concerning the proposed form, timing, nature and purpose of the disclosure and; or
 - ii. to (i) the receiving Party's respective officers, employees, group undertakings, advisers and agents; and (ii) the officers, employees and partners of any such adviser, agent or representative of those group undertakings, ("Connected Persons") and solely for the purpose of carrying out a Party's obligations under this MOU.
- d) In the event that the receiving Party is obligated to disclose any Confidential Information the receiving Party shall immediately inform the disclosing Party of such an obligation and to the extent practicable, allow the disclosing Party to contest such disclosure. Any disclosure made pursuant to Clause 12(c) shall be made by the receiving Party only to the extent required by the relevant law, regulation, order, directive or requirement.
- e) Each Party shall ensure that each of its Connected Persons who receives any Confidential Information is aware of and agrees to the terms of this MOU. Each Party shall keep the other Party informed of the Connected Persons' identity. The undertakings given by each Party in this MOU are given on each Party's own behalf, and as a principal for each of its Connected Persons with their full knowledge and authority.
- f) Save where mutually agreed or required by any law, regulation or rules to which a Party is subject, neither Party shall publish any news releases or issue any announcements or denials or confirmations in any medium concerning all or any part of this MOU, including the existence and terms of this MOU.
- g) Following the termination or expiry of this MOU, each Party and its respective Connected Persons shall destroy or return to the other Party on demand any document supplied to it (including any notes, analyses or MOU prepared by it) containing any Confidential Information and any copies which may have been made, and take reasonable steps to expunge all Confidential Information from any computer, word processor or other device containing any Confidential Information. Any destruction of Confidential Information by either Party or its respective Connected Persons shall be certified in writing to the other Party by an authorised officer supervising such destruction. The undertakings in this clause shall not apply to Confidential Information which either Party or its Connected Persons must retain under any applicable law, rule, internal documentation policy or regulation, including the rules of a professional body.
- h) The provisions shall survive for a period of two years following termination of this MOU.



- i) Each Party promises the other Party, except after the conclusion of a license agreement, not to file for intellectual property right protection for any received Confidential Information.

13. FORCE MAJEURE

- a) Neither Party shall be liable to meet contractual obligation under this MoU due to force majeure.
- b) Force Majeure shall mean such unforeseeable occurrences beyond the reasonable control of a Party such as Act of God, Strike, War or war like conditions, riots, sabotage, terrorism, acquisition or embargo or restriction by or actions, omissions or interventions of public authorities (including but not limited to changes in laws regulations or import/export, security restrictions).
- c) Either Party shall give to the other party promptly, a notice in writing describing the nature of the event. The Parties agree to use their best efforts to minimize the effect, which any event of Force Majeure, may have upon their respective obligations under this MoU. During such period when the event of Force Majeure continues, the obligations of the Parties shall stand suspended. The Parties further agree to take all reasonable steps to mitigate the event of Force Majeure as quickly as possible and resume performance of the obligation as soon as possible after it ceases.
- d) If either Party is unable to carry out its obligations by reason of Force Majeure as defined above and the force majeure continues for a period of fourteen (14) days, then the other Party may by giving thirty (30) days' notice in writing, terminate this MoU. Any such termination shall be without prejudice to any of the right of the Parties accrued prior to the date of such termination. Even though the present agreement cease to exist the relevant admitted batch shall be allowed to continue till the completion of the course and where relevant MCX will issue the certificates.

14. SEVERABILITY

In the event that any terms, conditions or provisions of this MoU is held to be in violation of any applicable law, statute or regulation the same shall be deemed to be deleted from this MoU and shall not affect the validity or enforceability of the remaining rights, duties and obligations under this MoU.



15. ENTIRE MOU

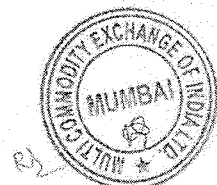
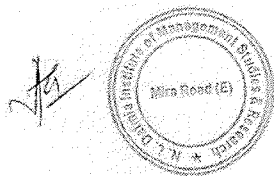
The Parties hereto acknowledge that this MoU constitutes the entire understanding and MoU between the Parties on the subject matter herein contained and shall supersede, cancel and replace all prior MOUs, arrangements, understandings or agreements, if any, whether oral or written, between the Parties hereto with respect to the subject matter hereof.

16. ASSIGNMENT

Except as agreed in this MoU neither Party shall have the right to assign or otherwise transfer this MoU, or any right or obligation under this MoU to any other Party, without the prior written consent of the other Party.

17. DISPUTE RESOLUTION

- a) Any and all disputes or differences between the parties arising out of or in connection with this MoU or its performance shall, so far as it is possible, be settled by negotiations between the Parties amicably through consultation between representatives of both the Parties.
- b) Any dispute or difference arising out of or in connection with this MoU or its performance, which cannot be amicably settled within 30 (thirty) days, shall be referred to the sole arbitrator to be appointed by mutual understanding between the Parties. If the Parties cannot mutually agree upon the same, then the dispute shall be decided by panel of 3 (three) arbitrators, one arbitrator each being appointed by the MCX and NLDIMSR and the third arbitrator shall be appointed by the two arbitrator so appointed by the parties. The arbitration shall be governed by the Arbitration and Conciliation Act, 1996. The award passed by the Arbitrator shall be final and binding on the Parties. The language of arbitration shall be English and the venue of arbitration shall be Mumbai.
- c) Each Party shall bear and pay its own costs and expenses in connection with the arbitration proceedings unless the arbitrator(s) direct otherwise.
- d) Each Party must continue to fulfill their obligations under this MOU to the extent reasonably practicable based upon the nature of the dispute during the pendency of a Dispute Resolution.
- e) The arbitration proceedings including the arbitral award shall be kept confidential.



18. GOVERNING LAW & JURISDICTION

This MoU shall be governed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the courts in Mumbai, India.

19. COUNTERPARTS

This MoU may be executed in duplicate, each of which shall be deemed to be an original, but both together shall constitute one and the same MoU.

20. SURVIVAL

Clauses relating to confidentiality, indemnification, limitation of liability, governing law & jurisdiction and arbitration & dispute resolution and other covenants specifically stated, to be surviving the termination of this MoU, shall continue to be applicable to the Parties even after termination of this MoU.

21. LIMITATION OF LIABILITY

Under no circumstances shall either party be liable to the other for any special indirect or consequential damages, including, but not limited to, loss of profit, loss of use, loss of revenues or damages to business or reputation arising from the performance or non-performance of any aspect of this MoU.

22. NOTICES

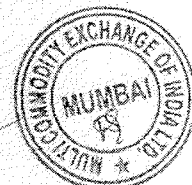
All notices relating to this MoU will be sent by registered post or by fax or delivered in person to the addresses specified at the beginning of this MoU or to such other addresses as may be notified by either Party to the other. Notices will be deemed to be received on proof of delivery or two (2) days after being sent whichever earlier.

23. WAIVER

Save and except as expressly provided in this MoU, no exercise, or failure to exercise, or delay in exercising any right, power or remedy vested in Party under this MoU and otherwise shall constitute a waiver by that Party of that or any other right, remedy or power available to it. Any waiver of a right available to a Party under this MoU or otherwise must be in writing.

24. NON SOLICITATION

For the purposes of this MoU, both Parties agree not to solicit either directly or indirectly with a view to provide or offer employment to, offer to contract with or entice a staff member of the other party to leave without the prior written consent of

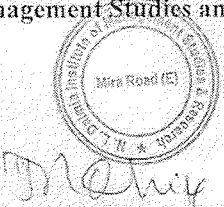


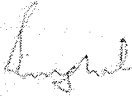




the other during the term of this MoU and for an additional period of one year after termination.

25. INTELLECTUAL PROPERTY RIGHTS

All Intellectual Property Rights in form of patents, copyright, registered designs, trademarks, knowhow and service marks (whether registered or not), database rights, design rights, moral rights and other property rights in jurisdictions where this MoU is applicable or otherwise, including similar rights as the foregoing, including those subsisting in inventions, drawings, performances, software, semiconductor topographies, business names, and in applications for the protection of any of the foregoing, vested with either Party shall continue to vest in that Party.

IN WITNESS WHEREOF, the Parties hereto have executed this MOU as of the day and the year first above written.

<p>For N.L.Dalmia Institute of Management Studies and Research</p> 	<p>For Multi Commodity Exchange of India Limited</p> 
<p>Authorized Signatory Name: Dr. Gulab Mohite Designation: Director</p>  <p>Signature</p>	<p>Authorized Signatory Name: Mr. Parveen K. Singhal Designation: Jt. Managing Director</p>  <p>Signature</p>
<p>Witness Dr. Anil Gor Professor Finance</p>  <p>Signature</p>	<p>Witness Mr. Praveen DG Vice President Research & Planning</p>  <p>Signature</p>

Handwritten note: Parveen K. Singhal
Jt. Managing Director

wd: MCX - Commodity market training program for our Finance students of NLDIMSR

message

Hi **Kotecha** <jai.kotecha@nldalmia.edu.in>
: Pushpa Varier <pushpa.varier@nldalmia.in>

7 September 2021 at 18:00

FYR ma'am

Thanks & regards,
JSK

Get Outlook for iOS

From: Shrikant Koundinya/MCX/Training & Education <Shrikant.Koundinya@mcxindia.com>
Sent: Tuesday, July 20, 2021 12:50:33 PM
To: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>
Cc: Jai Kotecha <jai.kotecha@nldalmia.edu.in>; Praveen D/MCX/Corporate Office & Projects/ ERM/Communication/ CSR <Praveen.D@mcxindia.com>
Subject: FW: MCX - Commodity market training program for our Finance students of NLDIMSR

Dear Sir,

Greetings from MCX!

As per our discussion and inputs from legal counsel our existing MOU continues to be valid.

We can go ahead and continue with our initiative with deliverables on email. In this regard I am in communication with Jai Kotecha with whom we have shared an excel sheet to capture all the student details that would be required to populate the MCCP test requirements at our end.

We understand from our earlier conversation and your mail (see mail trail) that the numbers may not be 'exact numbers', as earlier indicated, however we anticipate numbers in a similar range and not be significantly different. All other deliverables will remain the same.

Regards

Shrikant Koundinya

Multi Commodity Exchange of India Ltd.

Exchange Square, Suren Road, Chakala
Andheri (East), Mumbai – 400093, India

Phone : +91-22-67318888

Mobile : +91-9619178846

For more Information click on <https://www.mcxindia.com/education-training>

From: Tarun Agarwal [mailto:tarun.agarwal@nldalmia.edu.in]

Sent: 09 July 2021 15:33

<sanjay.sawant@nldalmia.in>

Subject: RE: MCX - Commodity market training program for our Finance students of NLDIMSR

ATTENTION: This email is originated from outside of the organization. Exercise Caution!

Dear Shrikantji,

Our Legal counsel has reviewed the addendum and the agreement in its entirety.

This has reference to our discussions this afternoon, kindly clarify as to the need of signing addendum to the existing agreement in place. Secondly, as discussed, please do not hold us responsible with the number of students attending the course and seeking certification at any point of time during the validity of the agreement. You see, numbers may go up and down as the same is not in our hands.

Hope you understand and find the mail in order.

Thank you and Warm regards,

**Tarun Agarwal | Head Of the Department – Finance & Chairperson -
Placements**

N. L. Dalmia Institute of Management Studies and Research

(A School of Excellence of N. L. Dalmia Educational Society)

M: +91-9819022999 | D: (022) 4299 0756 | Join me via Zoom: <https://nldalmia-in.zoom.us/j/7090024381>

Sector 1, Srishti, Mira Road (E), Thane (MMR) 401107

Accredited Grade "A" by NAAC & "Premier College" by ASIC

AICTE Approved | Affiliated to the University of Mumbai | An ISO 9001:2015 Certified

**I'm proud to be part of the NL Dalmia Institute of Management Studies &
Reserach**

From: Sanjay Sawant [mailto:sanjay.sawant@nldalmia.in]

Sent: 09 July 2021 12:52

To: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>

Cc: Jai Kotecha <jai.kotecha@nldalmia.edu.in>; Pushpa Varier <pushpa.varier@nldalmia.in>

Subject: Re: FW: FW: MCX - Commodity market training program for our Finance students of NLDIMSR

I have reviewed the original MOU of Feb 2016. As per Clause 4 thereof, the said MOU is valid and subsisting even today.

The MCCP certification (at Rs.1500/- per student) is already covered in the MOU. So we need to figure out whether an Amendment is needed at all.

Regards

Sanjay Sawant

From: Shrikant Koundinya/MCX/Training & Education [mailto:Shrikant.Koundinya@mcxindia.com]
Sent: 28 June 2021 10:40
To: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>
Cc: Vinit Kaler/MCX/Training & Education <Vinit.Kaler@mcxindia.com>; Ashutosh Vasisht/MCX/Training and Education <Ashutosh.Vasisht@mcxindia.com>; Jai Kotecha <jai.kotecha@nldalmia.edu.in>
Subject: RE: MCX - Commodity market training program for our Finance students of NLDIMSR

Dear Sir,

Greetings from MCX!

MCX legal team has clarified that our existing MoU signed in 2016 continues to remain valid and has not expired due to the automatic renewal clause build therein. Hence we can move forward on our joint initiative through an addendum (attached with this mail).

Please share with your legal team and conclude the same at the earliest.

In the meanwhile we will shortly be sharing the course design for the 10 sessions.

Warm regards

Shrikant Koundinya

Multi Commodity Exchange of India Ltd.

Exchange Square, Suren Road, Chakala
Andheri (East), Mumbai – 400093, India

Phone : +91-22-67318888

Mobile : +91-9619178846

For more information click on <https://www.mcxindia.com/education-training>



WWW.MCXINDIA.COM

From: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>
Sent: 11 June 2021 21:53
To: Shrikant Koundinya/MCX/Training & Education <Shrikant.Koundinya@mcxindia.com>
Cc: Vinit Kaler/MCX/Training & Education <Vinit.Kaler@mcxindia.com>; Ashutosh Vasisht/MCX/Training and Education <Ashutosh.Vasisht@mcxindia.com>; Jai Kotecha <jai.kotecha@nldalmia.edu.in>
Subject: RE: MCX - Commodity market training program for our Finance students of NLDIMSR

ATTENTION: This email is originated from outside of the organization. Exercise Caution!

Indeed a pleasure hearing from you. Thank you for your kind mail and updates. Would be happy to initiate signing of the MOU in person in our Institute premises. Kindly note that from our end Mr, Vijay Ramchandran, Director shall be signing. In the meantime would appreciate, if you could help share course design along with number of hours, faculty details etc. From our end Prof. Jai Kotecha, Faculty shall be leading from the front this student initiative of the institute.

Let me know in case you need any more details/information. Accordingly, kindly let us know the way forward.

Thanks & regards,

Tarun

Tarun Agarwal | Faculty, Professor & HOD – Finance and
Chairman - Placements

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From: Shrikant Koundinya/MCX/Training & Education [mailto:Shrikant.Koundinya@mcxindia.com]

Sent: 08 June 2021 19:42

To: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>

Cc: Vinit Kaler/MCX/Training & Education <Vinit.Kaler@mcxindia.com>; Ashutosh Vasisht/MCX/Training and Education <Ashutosh.Vasisht@mcxindia.com>; Jai Kotecha <jai.kotecha@nldalmia.edu.in>

Subject: RE: MCX - Commodity market training program for our Finance students of NLDIMSR

Dear Sir,

Greetings from MCX!

As per our earlier communication and my call to Jai Kotecha, we are pleased to inform you that MCX-Management has agreed to lower the MCCP test fee by Rs.1000/- per candidate. As you are aware our normal fee is Rs.2500/-plus GST and hence the fee will now be Rs.1500/-plus GST per candidate; exclusively for the 320 (Two Batches) of NLDIMSR students.

Do note that as already intimated in my precious mail (see trail mail) , this is an exclusive offer to NLDIMSR and is given in strict confidence. Our management has agreed to your request based on your assurance that both the batches (160+160)will be taking the MCCP online test.

where by the candidate will be able to take the test at his/her convenience from any location in India. Training material will be provided to every registered candidate in the form of a MCCP e-manual.

NLDIMSR and MCX have a MoU (copy attached) however it has expired and we may enter into a fresh agreement taking into account this initiative.

Looking forward to taking this initiative ahead quickly

Warm regards

Shrikant Koundinya

Multi Commodity Exchange of India Ltd.

Exchange Square, Suren Road, Chakala
Andheri (East), Mumbai – 400093, India

Phone : +91-22-67318888

Mobile : +91-9619178846

For more information click on <https://www.mcxindia.com/education-training>



WWW.MCXINDIA.COM

From: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>

Sent: 02 June 2021 15:48

To: Shrikant Koundinya/MCX/Training & Education <Shrikant.Koundinya@mcxindia.com>

Cc: Vinit Kaler/MCX/Training & Education <Vinit.Kaler@mcxindia.com>; Ashutosh Vasisht/MCX/Training and Education <Ashutosh.Vasisht@mcxindia.com>; Jai Kotecha <jai.kotecha@nldalmia.edu.in>

Subject: RE: MCX - Commodity market training program for our Finance students of NLDIMSR

ATTENTION: This email is originated from outside of the organization. Exercise Caution!

Dear Shri. Shrikant,

No other mail as received today in my inbox would have made my day as yours. Our final decision is pending your confirmation of commercials, sharing the relevant data etc. in order to put them up suitably to our Director and the top management.

Let us together as a team keep contributing in building future leaders and make our India "Rise and Shine" as always. "Jai Hind"

Thanks & regards,

Tarun Agarwal | HOD – Finance

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From: Shrikant Koundinya/MCX/Training & Education [mailto:Shrikant.Koundinya@mcxindia.com]

Sent: 02 June 2021 15:38

To: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>; Jai Kotecha <jai.kotecha@nldalmia.edu.in>

Cc: Vinit Kaler/MCX/Training & Education <Vinit.Kaler@mcxindia.com>; Ashutosh Vasisht/MCX/Training and Education <Ashutosh.Vasisht@mcxindia.com>

Subject: FW: MCX - Commodity market training program for our Finance students of NLDIMSR

Dear Sir,

Greetings from MCX!

I have put up the proposal regarding your request to bring down the cost by Rs.1000, (to Rs,1500/- plus GST) per participant from the current Rs.2500/- plus GST. I have intimated that this will be an exclusive offer to NLDISMR in strict confidence, and that you would be extending the programme to a second batch, bringing the total to 320 students.

I will keep you informed regarding the decision on the same.

Warm regards

Shrikant Koundinya

Multi Commodity Exchange of India Ltd.

Exchange Square, Suren Road, Chakala
Andheri (East), Mumbai – 400093, India

Mobile : +91-9619178846

For more Information click on <https://www.mcxindia.com/education-training>



WWW.MCXINDIA.COM

From: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>
Sent: 31 May 2021 19:50
To: Shrikant Koundinya/MCX/Training & Education <Shrikant.Koundinya@mcxindia.com>
Cc: Praveen D/MCX/Corporate Office & Projects/ ERM/Communication/ CSR <Praveen.D@mcxindia.com>; Jai Kotecha <jai.kotecha@nldalmia.edu.in>
Subject: RE: MCX - Commodity market training program for our Finance students of NLDIMSR

ATTENTION: This email is originated from outside of the organization. Exercise Caution!

Dear Shri. Shrikant,

Indeed a pleasure hearing from you. I suggest a zoom meeting on Monday, the 1st June, 2021 at around 12:45 p.m. Hope this suits you and the team.

Tarun Agarwal is inviting you to a scheduled Zoom meeting.

Warm regards,

Tarun

Tarun Agarwal | Head of the Department –Finance

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From: Shrikant Koundinya/MCX/Training & Education [mailto:Shrikant.Koundinya@mcxindia.com]

Sent: 31 May 2021 18:12

To: Jai Kotecha <jai.kotecha@nldalmia.edu.in>

Cc: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>; Praveen D/MCX/Corporate Office & Projects/ ERM/Communication/ CSR <Praveen.D@mcxindia.com>

Subject: RE: MCX - Commodity market training program for our Finance students of NLDIMSR

Dear Sir,

Glad to note that 160 Finance students of NLDIMSR will be interested in our online commodity market programme (MCCP).

In this regard we can schedule a meeting to work out the nuances with respect to the timelines and cost.

I suggest that we meet on a zoom call and take this initiative forward.

Warm regards

Shrikant Koundinya

Multi Commodity Exchange of India Ltd.

Exchange Square, Suren Road, Chakala
Andheri (East), Mumbai – 400093, India

Phone : +91-22-67318888

Mobile : +91-9619178846

For more information click on <https://www.mcxindia.com/education-training>



WWW.MCXINDIA.COM

From: Jai Kotecha <jai.kotecha@nldalmia.edu.in>

Sent: 17 May 2021 16:35

To: Shrikant Koundinya/MCX/Training & Education <Shrikant.Koundinya@mcxindia.com>

Cc: Tarun Agarwal <tarun.agarwal@nldalmia.edu.in>

Subject: MCX - Commodity market training program for our Finance students of NLDIMSR

ATTENTION: This email is originated from outside of the organization. Exercise Caution!

Dear Shrikantji,

Thank you so much for giving your precious time as always on call and also special thanks to Mr. Nikhilji from NISM without which it was not possible for me to get in touch to you since the last month. As per our telephonic call in the morning, request you to provide the customized 10 hours commodity market training program to our finance students which will help them to get a clear idea on how it works and also about its products.

Sincere apology for the mess being created couple of years back wherein the guests from MCX were being called from Delhi in our Institute and you need to bear the heat of it. We ensure that our relationship will be much stronger in the leadership of Dr. Tarun Agarwal (HOD - Finance and Chairperson - Placement) and will achieve new heights hereafter.

Thank you once again.

Thanks & regards,

CA. Jai Kotecha | Assistant Professor - Finance

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From:

Dr. Jyoti Nair

HOD-Finance, NLDIMSR

To:

Prof. (Dr.) M.A.Khan

Director, NLDIMSR

Certificate Training program in Commodity Market

We have an MOU with MCX for the above training. Under the MOU, we are planning to conduct a 15 hours training program on Commodity Markets for Finance students.

Other details are as under:

- 1) Number of batches: 3
- 2) Mode: F2F + Online
- 3) Fees per student: Rs.1500/- [1500*190 students – Rs.286500/-]

The schedule for the training program is also attached.

This is for your perusal and approval please.

Jyoti Nair
27/8/22

Approved
[Signature]

M.A. Khan
27/8/22



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Commodity market by MCX F2F (4 Session Per Division)				
Sr.No	Day	Date	Class	Time
1	Wednesay	17-08-2022	Finance Group - 1	08:15 to 09:45 am
2	Thursday	18-08-2022	Finance Group - 2	08:15 to 09:45 am
3	Friday	19-08-2022	Finance Group - 3	08:15 to 09:45 am
4	Monday	22-08-2022	Finance Group - 1	08:15 to 09:45 am
5	Tuesday	23-08-2022	Finance Group - 2	08:15 to 09:45 am
6	Wednesay	24-08-2022	Finance Group - 3	08:15 to 09:45 am
7	Thursday	25-08-2022	Finance Group - 1	08:15 to 09:45 am
8	Friday	26-08-2022	Finance Group - 2	08:15 to 09:45 am
9	Monday	29-08-2022	Finance Group - 3	08:15 to 09:45 am
10	Tuesday	30-08-2022	Finance Group - 1	08:15 to 09:45 am
11	Thursday	01-09-2022	Finance Group - 2	08:15 to 09:45 am
12	Friday	02-09-2022	Finance Group - 3	08:15 to 09:45 am

Venue : Respective classroom.

Commodity market by MCX Online - (2 - Session Per Division)				
Sr.No	Day	Date	Class	Time
1	Monday	05-09-2022	Finance Group - 1	08:15 to 09:45 am
2	Tuesday	06-09-2022	Finance Group - 2	08:15 to 09:45 am
3	Wednesday	07-09-2022	Finance Group - 3	08:15 to 09:45 am
4	Thursday	08-09-2022	Finance Group - 1	08:15 to 09:45 am
5	Friday	09-09-2022	Finance Group - 2	08:15 to 09:45 am
6	Monday	12-09-2022	Finance Group - 3	08:15 to 09:45 am

Commodity market by MCX Online - (4 session Per Division- Online)				
Sr.No	Day	Date	Class	Time
1	Tuesday	13-09-2022	Finance Group - 3	10:00 am to 11:30pm
				11:40 am to 01:10 pm
				02:30 pm to 03:30 pm
				03:40 pm to 05:10 pm
2	Wednesday	14-09-2022	Finance Group - 1	10:00 am to 11:30pm
				11:40 am to 01:10 pm
				02:30 pm to 03:30 pm
				03:40 pm to 05:10 pm
3	Thursday	15-09-2022	Finance Group - 2	10:00 am to 11:30pm
				11:40 am to 01:10 pm
				02:30 pm to 03:30 pm
				03:40 pm to 05:10 pm

Original for Recipient
IRN

Tax Invoice

Member ID : Member / Client Name : Niranjanlal Dalmia Educational Society Address : Sector 1, Srishti, Mira Road (E) Thane (MMR) - 401107 Maharashtra Customer GST No : Contact Person & Tel Nos. :	PAN No: AAATN2542C	Invoice No. : 0089704580 Invoice Date : 29.09.2022 Billing Period From : 01.08.2022 TO 30.09.2022
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Particulars	Amount (in INR)
Training & Certification Charges	283500.00
Joint Certification Programme (Advanced MCCP)	
Subtotal	283500.00
SGST @ 9%	25,515
CGST @ 9%	25,515
IGST @ 0%	0
UGST @ 0%	0
GST Total	51030.00
Round Off	0
Total Amount	334530.00

Amount in words : Rupee Three Lakh Thirty Four Thousand Five Hundred Thirty Only

Declaration regarding applicability / non applicability of RCM No

GSTIN Number	27AADCM8239K1Z1
PAN Number	AADCM8239K
HSN / SAC Code	999293

Credit Account No.	600340048890
Bank	HDFC
IFSC Code	HDFC0000060

Terms & Conditions:

1. Amount payable under this bill shall be paid by way of crossed Cheque / Demand Draft drawn in favour of "Multi Commodity Exchange of India Limited" payable at Mumbai.
2. Payment is to be made within 7 days of the date of the bill. In case of late payment, interest @ 18% p.a. will be charged from the date of the bill upto the date of payment.
3. Any queries on this bill should be addressed to MCX within 24 hours from the date of receipt of the bill.
4. All Taxes & levies are charged at the prevailing rates at force.
5. Subject to Mumbai Jurisdiction only.

(E. & O. E.)

For Multi Commodity Exchange of India Ltd.



Authorised Signatory

MULTI COMMODITY EXCHANGE OF INDIA LTD.

EXCHANGE SQUARE, SUREN ROAD, ANDHERI (EAST), MUMBAI- 400093, INDIA. TEL: +91 - 22 - 6731 8888, FAX: +91-22-6649 4151, www.mcxindia.com
CIN No.L51909MH2002PLC135594, info@mcxindia.com

Handwritten signature
4/10/22

Handwritten signature
09-11-22

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Tax Invoice

Member ID :	Invoice No. : 0089704580
Member / Client Name : Niranjanlal Dalmia Educational Society	Invoice Date : 29.09.2022
Address : Sector 1, Srishti, Mira Road (E) Thane (MMR) - 401107 Maharashtra	Billing Period
Customer GST No :	From : 01.08.2022 TO 30.09.2022
Contact Person & Tel Nos. :	

TO WHOMSOEVER IT MAY CONCERN

Declaration - Section 206AB of the Income Tax Act, 1961

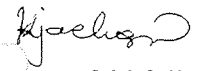
We, **MULTI COMMODITY EXCHANGE OF INDIA LIMITED**, having PAN: **AADCM8239K** and registered address at Exchange Square, Suren Road, Andheri East, Mumbai - 400 093, Maharashtra, hereby declare that, we are tax resident of India for the FY 2022-2023 (Indian Fiscal Year).

We, hereby declare that, we have duly filed return of income, as per the provisions of the Income Tax Act, 1961, for both the two assessment years relevant to the two previous years immediately prior to the previous year in which tax is required to be deducted, for which the time limit of filing return of income under sub-section (1) of section 139 of the Income Tax Act, 1961 has expired (i.e. FY 2019-20 and FY 2020-21).

I/We hereby confirm that, declaration as provided above is true and correct, to the best of my information and knowledge.

In view of above, **MULTI COMMODITY EXCHANGE OF INDIA LIMITED** would not be considered as a 'specified person' as defined under section 206AB(3) of the Income Tax Act, 1961 in respect of amounts to be credited/ paid by you and incidence of higher withholding as per provisions of section 206AB of the Income Tax Act, 1961 must not arise.

Thanking you.


Yours faithfully,

For Multi Commodity Exchange of India Limited



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Centre (Location)	Mumbai
Bank	HDFC BANK LTD
Branch	FORT, MUMBAI.
Account Type	Current
IFSC Code	HDFC0000060
GSTIN No	27AADCM8239K1Z1
PAN Number	AADCM8239K
HSN / SAC Code	999293



MANECKJI WADIA BLDG, GROUND FLOOR,
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[Handwritten Signature]

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A.Y. 2021-22
**Dale Carnegie Training (Competency
Modelling)**

“Competency Mapping” by Dale Carnegie

N.L Dalmia Institute of Management studies and research conducted a workshop on competency Mapping by the training Academy Dale Carnegie. This workshop was conducted on the 3rd October 2022 in the classroom 601 for the PGDM HR Students as well as for the Marketing and Finance students who had taken this subject as one of their Elective.

The session began with a recap of the previous workshop conducted by dale Carnegie on the topic “Talent Acquisition.” We also had a brief discussion about what is competency mapping. Thus, Competency is your ability to do something successfully or efficiently. Therefore, competency mapping is simply a process of matching your competence with the job role and/or organization

Later, Various Activities were conducted for the students as well as it was graded by the professors for internal assessment. Below is the mentioned activity which was conducted: -

- Activity 1 - What is Competency According to you?
- Activity 2 - Mission, Vision, and Value of a Company
- Activity 3- JD of a Company w.r.t a HR function
- Activity 4 - Proficiency Matrix of a particular Designation
- Activity 5 - Expectations from this course
- Activity 6 - HR Models

In this session various concepts were covered like components involved in the integration of the HR system w.r.t Competency requirement, Competency availability, Competency acquisition/ Development, difference between Competency and Job Description, creating a role profile, and developing the related main duties and responsibilities.

In the second half of the session, we learnt how do you Identify Proficiency job role and analysis Levels, Competency Measurement using Behavioral Indicators help and How does Training Needs Analysis base on competency assessment work

We also learnt about the indicators of competency where Each competency is defined properly with the use of the competency definition that makes it very clear on what these competencies mean.

Speaking about the Role-Based Key Behavioral Indicators it helps to identify the following

- What success looks like in this role
- Which behaviors are necessary for success
- Which unlearnable behaviors are most crucial to this role.
 - Quick thinking
 - Adaptability
 - Willingness to work with others

The session was very interacting we learnt a lot of new things and the it ended with a few assignments which the students had to present in the next workshop on the 4th.



Report Submitted by

Shania Fernandes

PGDM HR Batch 2021-23

“Psychometric Testing and Assessment Centres”

by Dale Carnegie

N.L Dalmia Institute of Management studies and research Conducted a workshop on Psychometric Testing and Assessment Centers by the training Academy Dale Carnegie. This workshop was conducted on the 4th October 2022 in the classroom 601 for the PGDM HR Students as well as for the Marketing and Finance students who had taken this subject as one of their Elective.

The session began with the trainers speaking about the 3 core competencies a successful team needs to have which are as follows:

1. The ability to respond to adversity in a positive way.
2. A deep desire to succeed regardless of the facts
3. Willingness to resolve and move beyond conflict quickly.

They also spoke about how Assessment centers are common in recruitment which involves candidates in groups of around 6-8, taking part in set tasks and activities. Some of the examples of what to expect are group discussions, written tests, role play, in-tray exercises and/or presentations, which are all designed to test your suitability for the job.

In the second half of the session, they spoke about the various types of assessment centers which include Group based exercises, Role plays, Presentation, Case studies etc.

They also spoke about Role plays and simulation exercises help the assessors accurately assess how candidates would perform in everyday business activities.

Role play is a common assessment center activity. This is scenario-based and the candidate/s role-play it. This can be with another candidate or with an assessor.

Role play is used to assess candidates' skills such as communication skills, problem-solving skills, and teamwork.

Role-play process are as follows

- A briefing document outlining the scenario along with the objectives
- 20-30 minutes for preparation
- Initiate role-play exercises
- Can be with the assessor/ line manager for one of the roles, for which recruitment is being conducted
- At end of role-play, exercises will be scored on performance
- The feedback will be factored into the cumulative results of the interview/ assessment center

Class Activity

An Activity was conducted for the whole class where students were divided into 5 groups and each groups had 2 moderates each. Moderators were the students itself who initiated to become one for this activity.

Task:

1. A Dummy model of a plane was given, Students had to use that model and give the moderators an estimated no. of planes which their team could make in a span of 2 mins
2. Students needed to make the same type of model as provided to them
3. At the end of two minutes the moderators would test the plane and note down their observations

The **Competencies** the which would be assessed of the following candidate are as follows:

- Problem solving
- Interaction with others
- Skills in a larger group
- Ability to think on the feet

What is observed:

- The way the model is observed, quality of discussion within the team.
- Ability to identify the issues, apply tact to dig deeper

Closure:

- How do you solve the problem
- Is the situation clear in your mind
- To make an approximate number of assumptions

The winners of this group activity made 18 Working planes as estimated by the entire team.

The session ended with a vote of thanks.



Report Submitted by

Shashikant Yadav

PGDM Finance Batch 2021-23

Niranjanlal Dalmia Educational Society for update on payment

Yogesh Rathod <yogesh_rathod@dalecarnegieindia.com>

Thu 17-11-2022 17:36

To: Caral D'Cunha <caral.dcunha@nldalmia.edu.in>

Cc: Shruthi Patni <shruthi@walchandgroup.com>

Dear Sir/Madam,

Greetings!

My name is Yogesh Rathod and I am working as a Customer Service Assistant with Dale Carnegie. The purpose of writing this mail is to e-introduce myself and share that I will be connecting with you on the payment related queries, now onwards.

With reference to the below pending payments, kindly help us with the update.

Please feel free to share if you need any support to get it cleared at the earliest, we will be happy to assist.

Date	Ref. No.	Party's Name	Pending	Particulars / Narration
13-Oct-22	M/22-23/WP/01682	Niranjanlal Dalmia Educational Society	110000.00	Towards Professional fees for Training program on Competency Modelling scheduled from 03 Oct 2022 to 04 Oct 2022 at Mumbai for your 20 participants.
13-Oct-22	M/22-23/WP/01683	Niranjanlal Dalmia Educational Society	110000.00	Towards Professional fees for Training program on Competency Modelling scheduled from 03 Oct 2022 to 04 Oct 2022 at Mumbai for your 20 participants.
Niranjanlal Dalmia Educational Society Total			220000.00	

Yogesh
Regards,

(B)

Yogesh Rathod
Customer Service Assistant
Dale Carnegie of India / Walchand PeopleFirst Ltd.
Phone: +91 22 6781 8174 / +91 22 6781 8158
Mobile: +91 97734 95137

Dear Sir,

The above training has been approved earliest. In all there have been 40 participants from HR and other specializations.

The amount approved ~~4664~~ ₹ 1,91,101/- for the training program. The bill raised is 2,20,000 (including taxes)

Thanks Regards

Dr. Chanderkumar Varma.

Accountant
Pl. pay Rs **(B)** to CEO Madam. It has been Approved (-K. Varma)
(A)

23/11/22



N. L. Dalmia

Institute of Management Studies and Research

(A School of Excellence of N. L. Dalmia Educational Society)

HR Department

Batch 2021-23

Sr.no	Name of the Organization	Certificate details	Duration	Cost per student	Total No of students	No. of Faculty and Staff	Total Participants	Total Cost	Benefits
1	Dale Carnigie	Assesment Centres and Competency Mapping	5 days	4661	35	6	41	191101	Students will learn current best practices, know-how and concept of sstrategic importance of HR function and the role it plays in organization
2	Fore Vision	HR Analytics	5 days	1500	27			40500	Students will learn current best practices, know-how and concept of sstrategic importance of HR function and the role it plays in organization

* Cost of training is as per previous training agency proposal

Approved

[Signature]
Director

[Signature]
CEO

Walchand PeopleFirst Ltd.
1st Floor, Construction House,
5-Walchand Hirachand Marg,
Ballard Estate, Mumbai 400001,
Maharashtra, India
Tel: +91 22 6781 8181
Fax: +91 22 2261 0574
Email: contact@walchandgroup.com
Website: www.walchandpeoplefirst.com
L74140MH1920PLC000791



WALCHAND
PEOPLE FIRST

ADDENDUM TO CONTRACT

This Addendum to the Work Agreement signed on 4th August, 2022 ("Work Agreement") between Dale Carnegie Training India, a Division of Walchand PeopleFirst Ltd on one part and Niranjani Dalmia Educational Society on the other part. (Hereinafter singly referred to as a Party and collectively as Parties)

Whereas original Work Agreement was executed between the parties dated 31st January, 2022 and whereas both the parties have agreed in mutual understanding to alter/amend/add the Clauses given in this addendum for the original contract and this shall have effect from the date of signing.

Following Clauses shall be added to the original Contract.

1) Deliverables of Training

As per the original contract only 2 programs were to be delivered. It was agreed in the Work Agreement that in the events the parties desire to extend the scope of work they can do the same by way of an addendum. Through this addendum the parties agree to do 1 number of additional program. The details of the additional program is as follows.

Name of the Program	Number of additional batch	Number of additional participants	Duration	Date/Schedule	Commercials
Certificate Course in Competency Modelling	1	20	15 hours	25th to 31st August 2022	Rs. 93,220

All other terms and conditions including the remuneration for the program remain the same as per the Work Agreement dated 31st January, 2022.

Signed this 4th day of August, 2022.

Authorised Signatory
Name: Jignesh Raje
Designation: Business Consultant
Date: 4th August, 2022
Place: Mumbai



Authorised Signatory
Name: *Prof. (Dr.) M. A. Khan*
Designation: *DIRECTOR*
Date: *8-8-22*
Place: *MUMBAI*
Dr. M. A. Khan
Professor & Director
N. L. Dalmia
Institute of Management Studies & Research
Srishti, Sector-1, Mira Road (E), Mumbai-401107.



N. L. Dalmia[®]

Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

HR Department

Batch 2021-23

Sr.no	Name of the Organization	Certificate details	Duration	Cost per student	Total No of students	No. of Faculty and Staff	Total Participants	Total Cost	Benefits
1	Dale Carnigie	Assesment Centres and Competency Mapping	5 days	4661	35	6	41	191101	Students will learn current best practices, know-how and concept of sstrategic importance of HR function and the role it plays in organization

Note* - As agreed one training workshop will have 20 participants only. Accordingly there will be 2 workshops conducted simutaneously with 20 participants each.

Workshop schedule

Day	Date	Timing
Day 1	25-Aug	2-5 pm
Day 2	26-Aug	10 am-1 pm
Day 3	29-Aug	10 am-1 pm
Day 4	30-Aug	10 am-1 pm
Day 5	31-Aug	10 am-1 pm

Re: AC& PT and CM&CD students list

Caral D'Cunha <caral.dcunha@nldalmia.edu.in>

Mon 8/1/2022 3:53 PM

To: Program Office <program.office@nldalmia.edu.in>; Chandrakant Varma <chandrakant.varma@nldalmia.edu.in>

Cc: Joyeeta Chatterjee <joyeeta.chatterjee@nldalmia.edu.in>; Dr. Maqsood Khan <director@nldalmia.edu.in>

📎 1 attachments (55 KB)

AC& PT and CM&CD Students list (1).xlsx;

Dear Sir,

PFA proposed a list of students and faculties who would be attending the Dale Carnegie training program. Let me know if any changes.

Thanks and regards,

**Dr. Caral D'Cunha** | Human Resource**N. L. Dalmia Institute of Management Studies and Research***(A School of Excellence of N. L. Dalmia Educational Society)*M: +91-9920467801 | D: (022) 4299 0057 | B: (022) 4299 0033 (Ext. 768) | F: +91 22 4299 0088
Sector 1, Srishti, Mira Road (E), Thane (MMR) 401107

Accredited Grade "A" by NAAC & "Premier College" by ASIC

AICTE Approved | Affiliated to the University of Mumbai | An ISO 9001:2015 Certified

Please consider the environment before printing this email

PG MB

From: Caral D'Cunha <caral.dcunha@nldalmia.edu.in>**Sent:** 30 July 2022 13:05**To:** Program Office <program.office@nldalmia.edu.in>; Chandrakant Varma <chandrakant.varma@nldalmia.edu.in>**Cc:** Joyeeta Chatterjee <joyeeta.chatterjee@nldalmia.edu.in>**Subject:** Re: AC& PT and CM&CD students list

Dear Sir,

PFA proposed a list of students and faculties who would be attending the Dale Carnegie training program. Let me know if any changes.

Thanks and regards,

Dr. Caral D'Cunha | Human Resource**N. L. Dalmia Institute of Management Studies and Research***(A School of Excellence of N. L. Dalmia Educational Society)*M: +91-9920467801 | D: (022) 4299 0057 | B: (022) 4299 0033 (Ext. 768) | F: +91 22 4299 0088
Sector 1, Srishti, Mira Road (E), Thane (MMR) 401107

Fw: Dale Carnegie: Batch Date Confirmation

Caral D'Cunha <caral.dcunha@nldalmia.edu.in>

Tue 7/19/2022 5:46 PM

To: Chandrakant Varma <chandrakant.varma@nldalmia.edu.in>

Dear Sir,

For your info and necessary actions.

Thanks and regards,

**Dr. Caral D'Cunha** | Human Resource**N. L. Dalmia Institute of Management Studies and Research**

(A School of Excellence of N. L. Dalmia Educational Society)

M: +91-9920467801 | D: (022) 4299 0057 | B: (022) 4299 0033 (Ext. 768) | F: +91 22 4299 0088

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PG MB

From: Jignesh Raje <jignesh@walchandgroup.com>**Sent:** 19 July 2022 12:04**To:** Caral D'Cunha <caral.dcunha@nldalmia.edu.in>**Subject:** Re: Dale Carnegie: Batch Date Confirmation

Dear Caral,

As requested, sharing below the revised timing for the program.

Day	Day	Timings
Day 1	9th August	2 pm to 5 pm
Day 2	10th August	2 pm to 5 pm
Day 3	11th August	10 am to 1 pm
Day 4	12th August	10 am to 1 pm
Day 5	13th August	10 am to 1 pm

Also, please share the following information, as I need to share these with the trainer to set up the context for the trainer discussion.

- Participant Profile
 - Level/Type (for eg. MBA Students)
 - Role/Function (Stream)
 - Year(for eg: Final year)
 - What do the participants do? (A summary of the participants)
- Specific Challenges to be addressed through the training intervention
- Key Expectations for Leadership through this training intervention

Warm Regards,

311
29- HR
7- others
27- HR
7
30

Please do it for all 30 students
Total 30 students
opting this subject
pan.

Jignesh Raje

+91 81692 55020

Business Development-People & Organizational Development solutions | Corporate Social Responsibility

Walchand Plus | Dale Carnegie India

Enhancing People Competencies and Talent Effectiveness.

**From:** Caral D'Cunha <caral.dcunha@nldalmia.edu.in>**Sent:** Monday, July 18, 2022 12:23 PM**To:** Jignesh Raje <jignesh@walchandgroup.com>**Subject:** Re: Dale Carnegie: Batch Date Confirmation

Hi Jignesh,

We can confirm the dates. Can we change the time to 9.30 am -12.30 pm, as we have blocked Timetable for other sessions?

Thanks and regards,

**Dr. Caral D'Cunha** | Human Resource**N. L. Dalmia Institute of Management Studies and Research***(A School of Excellence of N. L. Dalmia Educational Society)*

M: +91-9920467801 | D: (022) 4299 0057 | B: (022) 4299 0033 (Ext. 768) | F: +91 22 4299 0088

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Please consider the environment before printing this email

PG MB

From: Jignesh Raje <jignesh@walchandgroup.com>**Sent:** 13 July 2022 11:59**To:** Caral D'Cunha <caral.dcunha@nldalmia.edu.in>**Subject:** Dale Carnegie: Batch Date Confirmation

Dear Caral,

As discussed, sharing below the dates available for conducting the batch for the Certificate course on competency modelling.

Dates: 9th - 13th August, 2022

Time: 2 p.m to 5 p.m

Mode: Virtual via Webex

Kindly confirm the same, I'll mobilize the team accordingly.

Warm Regards,

WORK CONTRACT

Between

Dale Carnegie Training India (DCTI)
through Walchand PeopleFirst Limited

Niranjanlal Dalmio Educational Society

This Contract comes into effect from 31"January, 2022

THIS WORK CONTRACT is being entered on this 31st January, 2022

Between

Dale Carnegie Training India, a division of Walchand PeopleFirst Limited, a Company registered under Companies Act, 1956 and having its registered office at 1, Construction House, 5, Walchand Hirachand Marg, Ballard Estate, Mumbai — 400 001 (hereinafter called DCTI) on the first part (GST Number: 27AAACW03d4JIZA)

AND

Niranjanlal Dalmia Educational Society, a 'public charitable trust' registered under the Maharashtra Public Trusts Act, 1950 and a 'Society' under the Societies Registration Act, 1860 and having its registered office at Minerva House, WICEL, Plot no. 2, MIDC, Opp. SEEPZ Gate no. 1, Andheri (East), Mumbai 400093 and an educational campus at Sector — 1, Mira Road East, Mumbai Metropolitan Region 401107 GST Number : exempted in this case hereinafter referred to as "the Client") which expression shall, unless it is repugnant to the context or meaning thereof, shall mean and include its trustees for the time being and from time to time, the survivors of them, and the heirs, executors and administrators of the last survivor and his / her / their assigns) of the second Part

WHEREAS the Client has established the N. L. Dalmia Institute of Management Studies and Research situated at its educational campus at Shrishti, Sector-1, Mira Road East, Mumbai Metropolitan Region 401107.

DCTI and the Client are together referred to as "Parties" and singly as "Party".

WHEREAS DCTI has represented to the Client that it is in the business of providing specialized soft skills training to students, faculty professionals, companies and institutions

AND WHEREAS DCTI has further represented to the Client that it has the ability, expertise and the requisite resources to render the corporate training services as agreed among the Parties and as more particularly described in the Annexure A hereto.

AND WHEREAS based on the above representations, the Client is desirous in engaging DCTI for providing the above referred Training programme.

AND WHEREAS DCTI hereby represented to the Client that Walchand PeopleFirst Ltd is registered under the Micro, Small, Medium Enterprise Development Act (MSMED) Act 2006 and has been

Initial (DCTI)



Initial (Client) Page 2 of 12

granted a certificate of registration no. UDYAM-MH-19-0009768 dated 17/09/2020 and such registration is valid and subsisting as on date.

NOW IT IS HEREBY AGREED THAT:

A) SCOPE OF WORK:

Dale Carnegie Training India shall deliver the training programmes to the Client as mentioned below:

Names of the Programs	Certificate Course in Competency Modelling
Total No of Batches	1
Target Group per Batch (Number of Participants per Batch)	20
Duration of Batch	15 hours
Dates/Schedule	7 ^o to 10* July, 2022

Names of the Programs	Talent Acquisition Outcome oriented approach to talent acquisition
Total No of Batches	1
Target Group per Batch (Number of Participants per Batch)	20
Duration of Batch	8 hours
Dates/Schedule	21 [^] to 23 ["] Feb, 2022

The description of the above programs and its durations are more particularly described in Annexure A hereto. The Parties may extend the scope of work from time to time.

B) DURATION OF THE CONTRACT:

The Contract shall come into effect from 31st January, 2022 and be valid up to 31^o January, 2024

Initial (DCTII)



Initial fClient) Page 3 of 12

[Handwritten signature]

C) **PROFESSIONAL FEES:** The Client shall pay Dale Carnegie Training India Professional fees of Rs 4661/per participant/per certification (Rupees four thousand six hundred sixty-one per participant per certification) amounting to INR 1,86,440/- towards the services rendered under this contract plus Tax as applicable as per Law.

The details of the Professional fees are as mentioned under Annexure B hereto.

D) **PAYMENT TERMS AND OTHER CHARGES:**

1. During the term of this Contract, DCTI will raise invoice for the above Professional fees and that such invoices shall be subject to the terms and conditions of this contract.

2. The Payment of the above Professional fees shall be made by the Client to DCTI as follows:

- a) The Professional fees under this contract shall be paid by the Client within 30 (thirty) days of the receipt of the invoice.
- b) each additional participant shall be charged pro-rata plus taxes as applicable over and above the total Professional fees.
- c) In case of Live-Online Training, the above rates shall be applicable only for participants who are physically located in India at the time of the training.


3. **Content Customization Fees** — DCTI has represented to the Client that the Training Materials to be used for the training programmes described in Annexure A hereto are copyrighted and may require certain customization or enhancements as per the requirement and based on the requests made by the Client. Based on the scope of customization required, the client shall pay a mutually agreed Customization Fee. Further for timely processing and delivery of the training materials, DCTI requires a confirmation of such content at least 14 days prior to the training date. If such confirmation is received after 14 days prior to the training date, Rush fees of Rs 20,000/- (Rupees Twenty Thousand Only) shall be applicable.

4. **Re-scheduling and Cancellation Charges** — For effective performance of the services, DCTI requires a minimum 14 days written notice for scheduling a program.

- a) In the event the Client desires to re-schedule a scheduled program, the client may do so **only within a period of 30 days** from the earlier scheduled program date by communicating the same in writing. (“**Re-schedule**”)

Initial DCTI




Initial (Client) Page 4 of 12

Charges:

If such instructions for rescheduling are received:

7 days prior to the training date —	NO Charges are applicable
Less than 7 days prior but more than 48 hrs prior to the training date —	25% of the Professional fees for such rescheduled program shall be payable.
Less than 48 hrs prior to the training date	100% of the Professional fees shall be payable

- b) In the event the Client desires to re-schedule a program beyond the **period of 30** days from the earlier scheduled program, the scheduled program shall be deemed to have been Cancelled ("**Cancellation**")

Charges:

If such instructions for Cancellation are received

7 days prior to the training date —	NO Charges are applicable
Less than 7 days prior but more than 48 Hrs prior to the training date —	50 % of the Professional fees for such rescheduled program shall be payable.
Less than 48 hrs prior to the training date	100% of the Professional fees shall be payable.

5, Pre-closure charges on early termination - The Client acknowledge that the Professional fees for the services agreed to be provided hereunder by DCTI is agreed based on the total value/number of training sessions committed by the Client. In case of any termination of this contract before the date of the expiry, the Client shall pay pre-closure charges to DCTI to the extent of 50% of the Professional fees for such unexecuted training sessions.

6. **Cancellation charges on expiry** - It is agreed between the parties that the training sessions or the contract value as committed under this contract but not executed by the date of expiry of this contract, shall be deemed to have been cancelled by the Client. In this event, the Client shall pay cancellation charges to DCTI to the extent of 50% of the Professional fees for the pending training sessions not executed.

Initial fDCTI)



[Signature]
Initial fClient) Page 5 of 12

7. Walchand PeopleFirst Ltd being registered under the MSMED Act 2006, in case of any delay in payments beyond the due date agreed to hereunder, the Client shall pay to DCTI compound interest with monthly rests or part thereof, from the due date agreed to hereunder till the date of payment at three times the bank rate, notified by Reserve Bank of India as per the statutory provisions under Sections 16 and 17 of the MSMED Act 2006.

E) MODE OF PAYMENT & INVOICING:

1. After the completion of each training programme, Walchand PeopleFirst Limited / DCTI shall issue digitally signed invoices from the mail ID "salesinvoices@walchandgroup.com" and this will be displayed in the mails inbox as from "Walchand PeopleFirst Ltd." The Client shall inform of any queries/changes to such digitally signed invoices within 2 (two) working days of receipt of the same failing which the invoice shall be considered as final.

* The Client shall provide the details of the Purchase Order/service Order/Delivery Order, as may be applicable, to Walchand PeopleFirst Limited, prior to the delivery of the programs.

3. Client shall make payment all payments to DCTI by ECS/NEFT facility, based on the details as follows:

Account holder	Walchand PeopleFirst Ltd.
Beneficiary account number	03552790000133
Beneficiary bank name	HDFC Bank Ltd.
Account type	Cash Credit
Beneficiary bank IFSC code	HDFC0000355
Beneficiary bank address:	Elphinstone House, 17, Murzban Road, Near CST, Mumbai - 400 001
MICR No.	400240052

F) DALE CARNEGIE TRAINING INDIA OBLIGATIONS:

1. DCTI shall depute qualified and experienced trainers with adequate subject knowledge and who have undergone the rigorous training to become certified in the Carnegie Process and are fully licensed for the delivery.

Initial (DCTI)



Initial (Client) Page 6 of 12

2. DCTI does not make any commitments on specific trainers as it does not discriminate between trainers and deems all certified trainers as meeting exceptional standards. DCTI reserves the full and final discretion, and the Client shall not have any discretion on trainer deployment. DCTI shall deploy such trainer(s) deemed most suitable for the above-mentioned programs, based on availability, experience and expertise of the Trainers.

In the event the client desires for any preferred trainer for a training program, an additional fee of Rs 20,000/- per day shall be applicable towards such preference as a trainer preference fee.

3. Dale Carnegie Training India would provide complete participant learning kits and manuals.
4. On completion of the programme, DCTI shall provide the participants with globally recognised certificates.

G) CLIENT'S OBLIGATIONS:

1. In order to schedule the Trainer Resources for maximizing the value to the Client, the Client shall communicate to DCTI confirmed dates for the program not less than 14 days prior to the scheduled dates. Such dates shall be communicated in writing.
2. Client shall communicate to DCTI the details of complete and correct names of participants, contact details etc; of the recipient for each programme. Such communication shall be communicated not less than 14 days prior to the scheduled date and shall be in writing. The Client acknowledges that DCTI will dispatch the training materials and **other** paraphernalia only to the office address of the Client and it shall be the responsibility of the Client to arrange for further logistics of the training materials from the location of its office to the location of training. DCTI shall not be responsible for any errors arising on account of an incorrect list being provided to them. In the event the details as required hereunder are communicated after the said period of 14 days, the client shall be liable to pay such expenses, including but not limited to express courier charges, as DCTI may incur on account of delay in receiving information.
3. Client shall ensure that all participants are part of N L Dalmia institutes like students and faculties. If the Client wishes for its consultants, etc to participate in the program, it must inform DCTI of this fact at the earliest.

Initial (DCTI)




Initial fClientl Page 7 of 12

H) GENERAL TERMS AND CONDITIONS:

1. DCTI has represented to the Client that all DCTI material to be used for delivering the training programmes described in Annexure A hereto are copyrighted intellectual property. Client shall ensure all copyright protection from any unauthorized sharing or misuse by any of its employees or agents, and including prevention of videotaping, photocopying, printing, maintenance of soft copy formats or any duplication of all Dale Carnegie Training India materials. The Client shall indemnify DCTI for all such costs, losses, damages, which may arise as a result of such duplication, sharing or misuse which shall be without prejudice to any other remedy, whether civil or criminal, available to DCTI.
2. DCTI may videotape proceedings during training for its internal resource library. Samples of such sessions, including but not limited to videos, photographs, participant feedbacks etc, may be used for internal quality evaluation purposes by DCTI and/or for promotional content or for web trailers.

I) TERMINATION AND RENEWAL

1. Either of the parties can terminate this Work Contract by giving a notice in writing to be communicated at the address mentioned in this contract and that such termination shall be effective only after the expiry of a period of 30 days from the date of receipt of such notice unless otherwise agreed between the parties. In case of termination of this contract by the Client as mentioned under Clause I (1) above, the training sessions or the contract value committed under this contract but not executed till the date of termination shall be deemed to have been cancelled by the Client and the Client shall pay pre-closure charges to DCTI as specified in clause D) 6 above.

I) OWNERSHIP OF MATERIAL:

DCTI has represented to the Client that DCTI is the owner and/or copyright holder of all teaching and instructional material used in connection with the said Training and Dale Carnegie Training India shall retain the ownership and all copyrights to such materials. It is further agreed between the parties that there shall be no entitlement, vesting or transfer of

Initial fDCTI



Initial fClient Page 8 of 12

copyrights or any other intellectual property of DCTI in favour of the Client by the exercise and use of such material.

K) RESTRICTIVE COVENANTS

1. The said instructional materials and training techniques as mentioned above, are intrinsic features of the DCTI business and training modules and that DCTI has expended substantial time, skills, effort and money in developing, obtaining and acquiring the same. The Client acknowledges the same and shall ensure that there shall not be any training or instructional programmes conducted, otherwise than by DCTI, based on the said materials and/or deceptively or otherwise similar to the training techniques used by DCTI to deliver the said programmes and that any act of the Client, by themselves or through their agents/representatives etc in violation of the above shall be deemed to be infringement of the Intellectual Property of DCTI.
2. Either Party shall not, during the Term of this Contract and extension(s) thereof, if any, and for a period of 1 (one) year after the termination or completion of the Contract, in any manner, solicit and/or provide employment to the other Party's Employees, hire or attempt to poach each others' employees. Each Party agrees and acknowledges that the Party in breach of this clause shall remove such employee(s) within 7 days of the receipt of the written notice from the other Party and in the event of its failure to do so the other Party shall seek suitable legal remedy, as available. In the event, if an employee voluntarily wishes to join one of the respective Companies, an express written approval shall be sought from the employees' Company and in the event that it is not given, the employee shall not be recruited.

L) INDEPENDENT FACILITATOR:

This Contract is on a Principal-to-Principal basis between the parties hereto, Nothing contained in this contract shall be construed or deemed to create any association, partnership, joint venture or employer-employee relationship or Principal- Agent relationship in any manner whatsoever between the parties.

M) GOVERNING LAW AND DISPUTE SETTLEMENT

The provisions of this Agreement shall be governed by the laws of India. If during the currency of this Agreement or thereafter, any dispute arises between the Parties in connection

Initial IDCTI



Initial (agent) Page 9 of 12

with the validity, interpretation, implementation or alleged breach of any provision of this Agreement or otherwise affecting the rights and liabilities of the Parties hereto, the Parties shall first attempt to reach an amicable settlement through mutual consultations and negotiations between their respective senior officials.

If the Parties are unable to reach an amicable settlement within 30 days from the date on which the dispute was first raised, the Parties hereto shall refer the dispute to arbitration by a sole arbitrator in accordance with the Arbitration and Conciliation Act, 1996.

If the Parties are unable to agree on a sole arbitrator, each Party shall appoint one (1) arbitrator and the two (2) arbitrators so appointed shall appoint a third arbitrator.

The place of arbitration shall be Mumbai and arbitration proceedings shall be in English.

The arbitrator(s) shall deliver the award within a period of 2 months from the date of reference of the dispute between the Parties to arbitration, provided that the Parties hereby consent to such extension of time as may be requested by the arbitrator(s).

The arbitration award shall be final and binding on the Parties and shall be the exclusive remedy between the parties regarding any disputes under this Agreement referred to arbitration.

Notwithstanding anything contained herein, any application or reference of any nature in connection with the dispute referred to arbitration shall be made only to a competent court of jurisdiction at Mumbai.

<p>For Dale Carnegie Training India Walchand PeopleFirst Limited</p>	<p>For Client</p>
<p>Signature <i>Ankur Srivastava</i> Name: Ankur Srivastava (Designation) Date: Place: Stamp of DCTI</p> 	<p>Signature <i>[Signature]</i> Name: Dr. M. A. Ichay (Designation) Professor & Director Date: 24/01/2022 Place: Mumbai Stamp of Client</p> 

Annexure A

Scope of Work

Confirmed Programmes

1	2	3	4	5
Date of the Program	Name of the Program	Total No of Batches	No of Participants in Each Batch*	Remarks
7 ^o July to 10 ^o July, 2022	Certificate course on competency modelling	1	20	Duration of course is 15-Hours
25 ^o Feb to 27 ^o Feb, 2022	Talent Acquisition-Outcome oriented Approach	1	20	Duration of course 8-hours

Tentative Programmes

1	2	4	5
Tentative Dates	Name of the Program	No of Participants in Each Batch*	Remarks
NA	NA	NA	NA

** The Number of participants mentioned shall be considered as confirmed participants. In the event the actual number of participants is lower than the confirmed number of participants, the Professional fees shall be payable by the client for such confirmed participants and not the actual participants.*

** However in the event the actual no of Participants are more than the number of confirmed Participants, each such additional participant shall be charged pro-rata plus taxes as applicable over and above the total Professional fees.*

Initial (DCTII)



[Signature]
Initial (Client) Page 11 of

Annexure B
Professional fees

Particulars	Amount	Quantity	Reference Clause	Total
Program Fees	4661	40	C	1,86,440/-
Content customization fees	NA		D3	
Pre-work	NA			
Post-work	NA			
Success presentation <i>Calculation to be explained for all the programs in this contract.</i>	NA		NA	
Preferred Trainer	NA			
Rush fees	NA			
Other	NA			
n TOTAL				INR 1, 86,440/- (plus taxes as applicable)

Initial (DCTI)}



Initial fClientl Page 12 of



N. L. Dalmia[®] **Institute of Management Studies and Research**

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A.Y. 2021-22
Talent Acquisition

2021-22

"Talent acquisition Simulation"

workshop with

Dr. Feddrick Corres,

AVP, HR Business Partner, Darashaw & Co. Pvt. Ltd.

on 21 & 22 August 2021.

An Interview is not only about asking the right questions but also about getting the right information from the person to check his competency level and fitment for the job.

The recruitment process is important, but what is more crucial is the selection of the right candidate, the decision of which is made based on the interview you conduct.

We extend our gratitude to Dr.Frederick Correa, AVP Darashaw for guiding our students through nuances in the talent acquisition. The interview simulation conducted during this workshop would surely help our students to be smart recruiters of tomorrow



Zoom Meeting

How do we do that

Build Competencies

Step 1: Collecting Data (Psychometric test / BEIs)

Step 2: Assessing the "Real world Fit"

Step 3: [Blank]

Shreya Vij

Zoom Meeting

N. L. Dalvin
Institute of Management Studies and Research

TOKEN OF APPRECIATION

Dr. Frederick Correa

Thank you for offering the threads of knowledge in our minds. We appreciate your time and efforts for sharing your knowledge at HR Support Team organized by HR Department on 21 & 22 August 2021.

Prof. Sandeep Dalvin
HRD, HR Department

Mr. Vijay Ramasubramanian
Manager

Shreya Vij



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THANK YOU!

A heartfelt thank you to
DR. FREDERICK CORREA (Sr. Associate VP,
HR Business Partner, Darashaw & Co. Pvt. Ltd)
for gracing us with your presence as a Guest Speaker

TALK

HR EXPERT

Topic: Talent Acquisition Simulation Workshop

Date: Saturday & Sunday,

21 & 22 August, 2021

Time: 10:00 a.m. to 7:00 p.m.

Talent Acquisition Simulation

A talent-acquisition simulation workshop was organized by the Expert Talk Team of HR Club on the 21st and 22nd of August, 2021. Dr. Frederick Correa, Vice-President HR of Darashaw conducted this workshop. He has a work experience of about 10 years and a proven record of creating and implementing HR strategies that successfully drive business initiatives related to profitability, talent development and effective change management. It was a pleasure for the students to gain knowledge through his experience and expertise.

The simulation was an extensive learning experience for all the HR students. Dr Correa took it in a steady and step-by-step manner, ensuring that all the students participate and understand the practical value of talent acquisition process.

To understand the existing knowledge of the students, an interview roleplay was done. While 3 students were a part of the roleplay, others were asked to observe and discuss later. Taking this roleplay as an example, the loopholes and better approaches were discussed.

The “how” of selection process involves “Authenticity”, “Objectivity” and “Credibility” as tools to gauge the effectiveness of it. This concept created a basis on which the entire perspective of the interview stood.

Further, we were explained the BARS (Behaviorally Anchored Rating Scale) and how it is useful in identification of behavioral competencies. To have more clarity, each student group was given one competency, for which they had to define three behavioral levels of poor, average and good using three traits. The purpose of this is that the interviewer should be able to align the observed behavior of the candidate with that given in BARS.

Next, the STAR and STEP approach was explained for framing questions. These frameworks are used to gauge the required information from the candidates. The idea is to form the questions in such a way that the candidate cannot beat around the bush and answer as required.

The 1st day ended with an assignment which included application for all the learnings. Each student group had to consider itself as a company visiting a campus for placements. Accordingly, a pre-placement talk had to be covered. Next, a strategy had to be formed to receive maximum applications from the students. The assignment further included deciding upon a job role, creating a job description for the same, preparing an interview evaluation sheet using the concept of BARS. It surely was an overwhelming and useful exercise. The dessert of this assignment was that each group will be taking interviews the next day. For this purpose, few students from the institute volunteered to act as candidates.

The 2nd marked the day of practically experiencing the campus hiring process.

With each group going through the steps of giving a pre-placement talk, explaining the strategy, sharing the job description and interview evaluation sheet and conducting an interview, the following observations and learnings were made:

- Pre-placement talk: Apart from the history and values of the company, students included unique policies and benefits to the employees, a video showing a glimpse of the infrastructure and the culture.
- Strategy: This part focused on the unique and newness in the ideas. Various strategies shared were- taking an alum along so that engagement and endorsement is better, arranging a competition and giving prizes, organizing projects and internship program, selecting a campus ambassador.
- Job description and Interview evaluation sheet focused on the competencies and the three behavioral levels.
- Conduction of Interviews: As we thoroughly practiced the framing of interview questions using STAR and STEP approach, each group had prepared a set of questions based on the job descriptions. We learnt that how the pre-set questions only help in case of reference and the major focus is on the answers of the candidate through which an interviewer asks more. It is the spontaneity of the whole entire process that drives it. Therefore, attentiveness, mindfulness, knowledge about the job role is extremely essential to carry out an interview.

Dr Correa took efforts to give feedback on each step about the improvements that could be included in pre-placement talks, the job description, interview evaluation sheet and pointed out the loopholes in the questions asked in interview and how can we get better at it.

At the end of two-days, the students who did not have any experience of talent acquisition, got to experience it in a meticulous manner and those who did, got to know how to improve themselves. This value-addition will definitely help all the students in the long-run.

Report by Shreya Vij, 2nd Year, PGDM-HR

		Day 1	
Time	Topic/Section	Brief	Activity
Session 1	Introduction	Trainer gets to know participants and we and Learning outcomest are set	
	Reliving Interviewing experience as an interviewee	As an interviewee which interviews are Fresh in the memory? Why? What has stuck;leading to finer aspects of employer brand, planning the interaction; overall experience and interviewing skills of the interviewer	
	Role Play 1 by 3 participants	Leading to discussion on what could have been done to make process better;Whats good, what could have been better; aspects of interviewing skills leading to the 3 pillars of an effective hiring process	others will act as observers provide feedback: is there room for improvement? Where?
	Impact of a Wrong hire	Hard Costs and Soft Costs	Table exercise to compute Hard and soft costs
Break			
Session 2	Foundations of Competency Based interviews	The 3 Pillars: Authenticity;Objectivity; Credibility	
	Understanding Competencies	What is competency; Behavioral Anchors and BARS	Exercise to define a particular competency and rating scales for that
	Types of Data Available to the interviewer	work, education, certifications, skills, specific experiences, interests: where should the interviewer focus	Exercise: what would you ask the candidate about work-education-skills, expereince and interets
Break			
Session 3	Traditional Versus Behavioral Questions	What are traditional Questions and what are behavioral Question	
	Step/Star Framework	Introduction	
	Elusive Steps	Ambiguous Statements, Suppositions and Opinions	Individual exercise on Identifying STEPS and over coming ambiguous statements/Suppositions/Opinions by asking follow up Behavioral Questions
Break			

Session 4	Elusive Steps Cont.	Hypothecal and Leading Questions Versus Behavioral Questions	Individual exercise on hypothetical or leading questions to behavioral questions
	Follow up with Refining behavioural questions	Participants discuss and build questions repository for a couple of competencies	Table exercise to compute Hard and soft costs
	Some Common Interview Pitfalls	Interview Biases	Group interaction
Break			
Session 5	Introduction To Recruitment	Difference between Recruitment and Selection	
	How to Hire Right Fit	Thomas PPA introduction; Job Analysis; Startegy for recruitment and how to recruit on campus	
	Campus Simulation Part 1	Create JD and Employer Branding and delopment of Campus Strategy	
Day 2			
Session 1	Campus Simulation Part 2	Groups to pitch Employer Branding strategy and Campus PPT	Observers to give Feedback
	Campus Presentation	Delivered by Facilitator	Group interaction
Break			
Session 2	Campus Simulation Part 3	Best 2 groups get to conduct interview process(2 volenteers from Senior Batch required)	others will act as observers provide feedback: is there room for improvement? Where?
Break			
Session 3	Recap of Learning so far	From Participants	
	Good Questions	Summarising Questioning Techniques	
		Preparing for Role plays(Lateral Recruitment), Including thinking through competency based behavioral questions, going through JD and Candidate profile- Panel of 3 participants, others observe and audit interview	Handover of Dummy Candidate Profiles/JDs
Session 4	Mock Interview	Role Plays by other groups	25 Minute interview/15 min feedback

Session 5	Real World Fit	It is quite Possible that a candidate measures upto the competencises and expertise; but does not join or leaves within 6 months. Introduction to the hallmarks of Real world Fit	
	Evaluation Test		Discussion of correct Answers
	Close		

* Each Session can range between 1 hour 45 minutes to 2 hours and 30 minutes
Considering breaks we will need to earmark 11.5 - 12hours each day
Sessions will start at 8 am

Nestle

Good Food, Good Life



Job title: Sales Representative

Profile Summary:

Selling products and services using solid arguments to prospective customers. Performing cost-benefit analyses of existing and potential customers. Maintaining positive business relationships to ensure future sales.

CTC: 15-18 LPA

Reports to: Sales Executive

Essential Duties and Responsibilities:

- Prospect and qualify new sales leads
- Schedule meetings and presentations with prospects
- Create, plan, and deliver presentations on company products
- Track all sales activities in company CRM system and keep current by updating account information regularly
- Communicate customer and prospect product pain points to appropriate departments
- Maintain a well-developed pipeline of prospects
- Develop strong, ongoing relationships with prospects and customers
- Meet and/or exceed quotas
- Coordinate with other team members and departments to optimize the sales effort

Education and/or Work Experience Requirements:

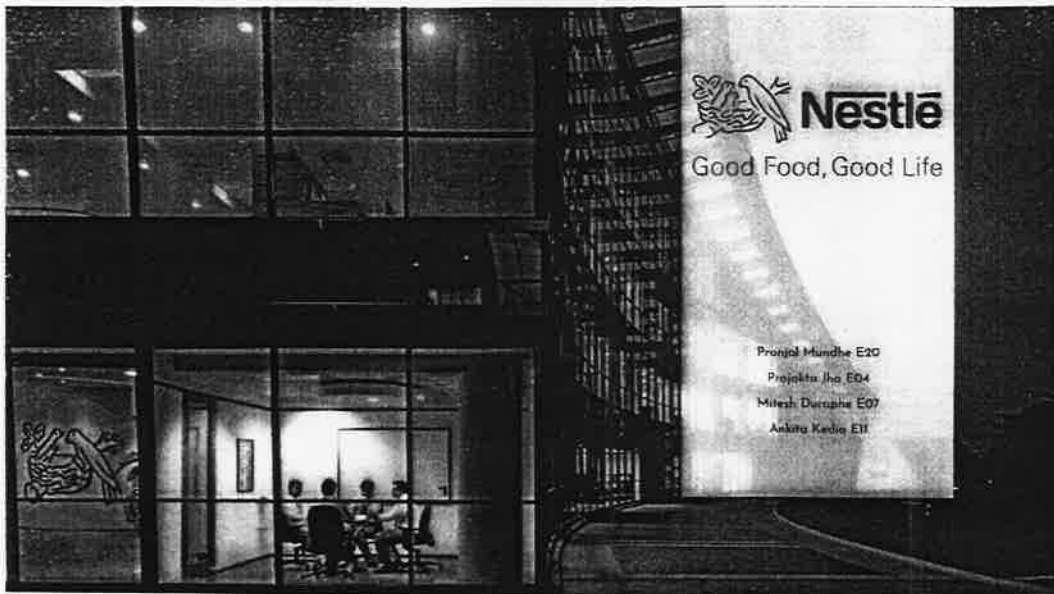
- Bachelor's degree in Business, Marketing, Communications, or related field
- 2-4 years of sales experience
- Proven ability to meet and exceed sales quotas
- Proven track record of successfully managing customer relationships
- Excellent interpersonal skills
- Highly self-motivated
- Strong verbal and written communication skills
- Proficient in Microsoft Office
- Working knowledge of CRM systems

Preferred Skills:

- Customer service skills to listen to the concerns of a customer and be able to address their needs
- Interpersonal skills to work with a wide variety of people each day, build relationships and network
- Confidence and strong self-assuredness to succeed in cold-calling customers and making a sale
- Communication skills, especially persuasion, to clearly convey the benefits of a product to potential customers

Approved By:

Date:



 **Nestlé**
Good Food, Good Life

Pranjol Mundhe E20
Projakta Jha E04
Mitesh Durgaphe E07
Ankita Kedia E11

About Us

Nestlé is...

the world's largest food and beverage company. We have more than 2000 brands ranging from global icons to local favorites, and are present in 187 countries worldwide.



Brief Introduction

Our history begins in 1866, with the foundation of the Anglo-Swiss Condensed Milk Company.

Henri Nestlé develops a breakthrough infant food in 1867, and in 1905 the company he founded merges with Anglo-Swiss

This led to the formation of the Nestlé Group

The group entered in India in 1961 and set up its first factory at Moga, Punjab

Today we have eight factories and four branch offices spread across the country which are certified by SQS ISO 9001, FMS ISO 22000, EMS ISO 14001 and OSHAS 18001



Our Purpose

Nestlé's purpose is enhancing quality of life and contributing to a healthier future. We want to help shape a better and healthier world. We also want to inspire people to live healthier lives. This is how we contribute to society while ensuring the long-term success of our company.



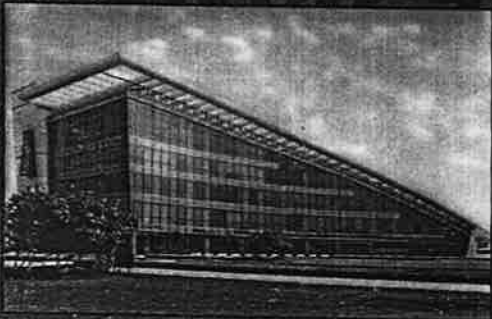
Why
Nestlé?



Our Products



Our Head Office



Nestlé House, Gurgaon



Our Production Facilities



Samalkha, Haryana



Moga, Punjab



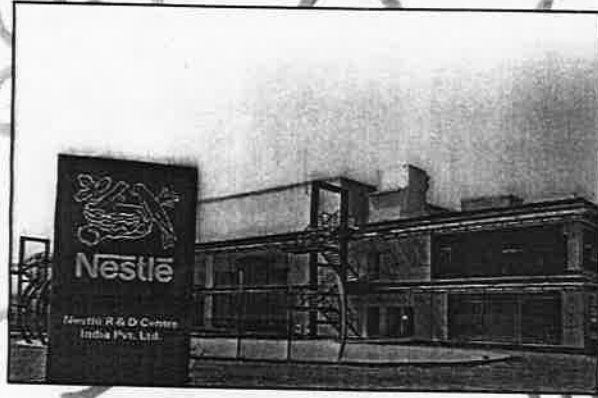
Pantnagar, Uttarakhand



Ponda & Bicholim, Goa



Our Research Centre



Nestlé R&D Centre, Manesar, Haryana



Management Trainee Program

- Nestlé MT program is a 12-month long program.
- It covers stints of varying durations based out of the corporate Head Office, Sales (Branch Office) and factories
- All the MTs necessarily go through the stints in order to further hone their skills and understand the overall business better.
- Along with autonomy the program offers you is a strong mentorship at every level.



Management Trainee Previous Experiences

The journey at Nestlé so far has been both challenging and rewarding at the same time. With no background in sales and a limited time frame to learn new things about a huge company, I had to deal with the challenges in the best ways possible. "Language was also a bit of a test for me as I was from Delhi and was posted in Bengaluru for my stint. But this is what Nestlé teaches you right from the beginning- take all challenges head-on. It pushes you out of your comfort zone and tests your mantle," recalls Mugdha.

-Mugdha Kabra, IIM Indore alumna
(Area Sales Manager at Nestlé)



Management Trainee Previous Experiences

"Understanding the organizational process in a small time span during the MT program is what appears overwhelming for a fresh joinee. However, with the ready support system that the MT program offers, you become comfortable with the lingo and company specifics. After spending a considerable time you understand stakeholder alignment, which is the key to any successful business," points out Anmol.

-Anmol Sharma, SPJIMR alumna
(Assistant Brand Manager for MAGGI)



Compensation

CTC-18-20 LPA



Welcome

To



Interview Evaluation Sheet

(To be filled in by the concerned HR)		Source of Recruitment -	
Concerned HR*		Candidate Referred by	
Date of Interview*		Location (Branch Name)	
Candidate Name*		Committed Date of Joining	
Designation*		New Hire / Replacement / Re-Hire	
Region*		If Replacement Mention Name & Employee code	

To be filled by the Interviewer

Competencies	Out of	HR		Reporting To	
		Observation/Remarks	Rating	Observation/Remarks	Rating
A) Knowledge	50				
i) Business / Domain	35				
ii) Industry	15				
B) Skills	30				
i) Execution / Technical Skills	15				
ii) Process Commitment	5				
iii) Target Commitment	5				
iv) Selling, Communication Skill & Overall presentability	5				
C) Attitude	20				
i) Customer Orientation	10				
ii) Team Player & Problem Solver	10				
(Total)	100				

Suitability for the defined job (% out of 100)			
Overall Assessment			
Name & Designation of the Interviewer			
Interview Date			
Signature			

Final Recommendation	Rejected / Shortlisted / Selected*
Compensation Details	Offered CTC*

Reference check done	
Conducted by	
Application Form filled	
Question Bank used	
Maker (Name & Signature)	
Checker (Name & Signature)	



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A.Y. 2021-22
Guided MSR

Sr.No.	Event Name	Date of the Event
1	Kondgaon Visit - Distribution of Sanitary Napkins, Sanitizers & Mask	15-08-2021
2	Independence Day post	15-08-2021
3	Happy Teacher's Day	05-09-2021
4	World Mental Health Day post	10-10-2021
5	Happy Dussehra post	15-10-2021
6	#unnati case for a cause competition announcement	15-10-2021
7	#Lightinglives Campaign	02-11-2021
8	Happy Farmer's Day post	23-12-2021
9	Kondgaon Visit	31-12-2021
10	Happy New Year Post	01-01-2022
11	Makar Sankranti Post	14-01-2022
12	Republic Day Post	26-01-2022
13	Safe Internet Day Post	08-02-2022
14	Kondgaon Award - R.R. Patil Sundar Gaon Puraskar	16-02-2022
15	International Women's Day Post	08-03-2022
16	Safe & Happy Holi Post	18-03-2022
17	Kondgaon Visit - ZP School Demographic Survey	16-03-2022
18	CSR Excellence Awards Participation	20-03-2022
19	Earth Day Post	22-04-2022
20	Kondgaon Visit - Free Dental Check & Oral Hygiene Camp, Distribution of Oral kit & Sanitary Napkins to Villagers	24-04-2022
21	Sparssh Magazine 5th Edition released	28-04-2022
22	Labor Day Post	01-05-2022
23	Eid - Mubarak Post	03-05-2022
24	World Environment Day Post	05-06-2022
25	International Yoga Day	21-06-2022



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The following mentioned value-added programs include assignments/project modules along with instructional hours. Assignments were taken into consideration while approving the program completion certificate/status.

Sr.No	Program Title	Instructional Hours	Assignment/projects modules hours	Total Hours
1	Executive Coaching (AY 2018-19)	18	15	33
2	Certificate program in Investment Banking (AY2018-19)	25	8	33
3	Talent Acquisition Training (AY2019-2020)	18	12	30
4	Storytelling with Data (AY2019-202)	20	12	32
5	Certification Program: Category III AIFs and Portfolio Management Services - Hedge Funds (AY2020-2021)	25	10	35
6	Certification Program: Category I AIFs and Category II AIFs - Private Equity (AY2020-2021)	25	10	35
7	NLP Foundation Course Dale Carnegie Training (Competency Modelling) (AY2021-22)	22	8	30



Head of Accreditation

Vaishali Kulkarni
Prof. (Dr.) Vaishali Kulkarni.