



महाराष्ट्र MAHARASHTRA

● 2020 ●

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 मुद्रांक देणारा व्यक्तीचे नाव यश राजी माहि ३१७
 पत्ता चिखळगुद
 दुसऱ्या पक्षाचा नाव Endurance Technologies Ltd.
 निव्वळतीचे नाव मीराय गंध
 सौ. व्ही.बी. शिंदे
 परतना क्र. २२०११५२
 मुद्रांक देणारा व्यक्तीची सही विकुलवाडी, आरुळी, पणे-३

०६ APR 2021
 मध्य महाराष्ट्र न्यायिक
 नोटापत्र मंत्रालय, पुणे

THIRD PARTY AGGREGATOR (TPA) COLLABORATION AGREEMENT

This Third-Party Aggregator (TPA) Collaboration Agreement for engaging Apprentices under the Apprentices Act 1961 ("Agreement") is made and entered at Pune on this 01" day of June, 2021

By and between:

ENDURANCE TECHNOLOGIES LIMITED, a company incorporated under the provisions of Companies Act, 1956 and having its registered office at E-92, M.I.D.C. Industrial Area, Waluj, Aurangabad - 431136, Maharashtra (hereinafter referred to as "First Party/Endurance/ETL") which expression shall unless repugnant to the context include its successors in-business and permitted assigns OF THE ONE PART;

AND



YUVASHAKTI FOUNDATION (YSF), a society registered under provisions of the Society Registration Act 1860 and also Public Charitable Trust under the provisions of the Maharashtra Public Trust Act 1950, bearing registration no MAH 1132/2007/Pune & F-26538 – Pune, and having registered office at 8/4, Laksha, Purnanagar, Behind RTO, Chinchwad, Pune – 410 019, Maharashtra, hereinafter referred to as “**YSF**” (which expression shall, unless repugnant to the context, include its successors and permitted assigns), of the **OTHER PART**;

(Hereinafter “**Endurance/ETL**” and “**YSF**”, individually referred to as “**Party**” and collectively referred to as “**Parties**”);

WHEREAS Endurance is inter-alia engaged in the business of designing, engineering, manufacturing and selling automotive components for two, three and four wheelers.

AND WHEREAS YSF is engaged in conducting skill development & on job training activities and has been registered as TPA to roll out trainees as per the guidelines set out in the implementation guidelines for Third Party Agencies under the Apprentices’ Act, 1961.

AND WHEREAS Endurance intends to avail Services (as defined in Clause 1 of this Agreement) across its plants in PAN India as mentioned in Annexure I of this Agreement (“**Premises**”).

Sr #	Plant	Location
1	K-228	Aurangabad
2	K-226/1, K-227	Aurangabad
3	L-20	Aurangabad
4	B-2	Aurangabad
5	E-94/Corporate HR	Aurangabad
6	E-92	Aurangabad
7	E-93 & Proving Ground	Aurangabad
8	K-120	Aurangabad
9	LPDC	Aurangabad
10	L-6/3 M/c Shop./L-6-1/3	Aurangabad
11	K226/2	Aurangabad
12	B 1/3 (including corporate & Kalyaninagar)	Pune
13	B-22	Pune
14	B-20	Pune
15	Sanand	Sanand
16	Pantnagar	Pantnagar
17	Narsapura, Kolar	Narsapura
18	Halol	Halol
19	Chennai	Chennai

AND WHEREAS YSF has approached Endurance for providing the Services as mentioned in the scope of work herein below and Endurance has agreed to obtain such services from YSF, on the terms and conditions hereinafter set forth

AND WHEREAS YSF has represented to Endurance that it has the requisite skills, expertise, trained personnel and infrastructure to provide the Services.

AND WHEREAS relying on the assurances and representations made by YSF, Endurance is desirous of availing the Services from YSF on principal-to-principal basis, on the following terms and conditions.

NOW THEREFORE, it is hereby mutually agreed by and between the Parties as follows:

1. OBJECTIVE

The objective of this Agreement is to offer ‘Apprenticeship’ to enhance employability of a person who has completed or is pursuing his or her ITI (Industrial Training Institute). PMKVY (Pradhan Mantri Kaushal Vikas Yojana) / MES-SDI (Modular Employable Skill under Skill Development Initiative) courses, Graduates, Diploma holders in any technical or non-technical stream or who have discontinued studies after class 5th, through Apprentices Act 1961.

2. DEFINITIONS

A. Apprentice:

An apprentice is a person who is undergoing apprenticeship training. Apprenticeship training refers to a course of training in any industry or establishment. Apprenticeship training consists of basic training (theoretical instructions) and practical on the job training at actual work place.



B. Training:

Training means the Technical / Non- Technical on the Job Practical Training in the Designated/optional trade to be provided by Endurance to the trainees deployed at the premises of Endurance.

C. Designated Supervising Authority

The designated supervisory authority shall be State Apprenticeship Advisor, respective sector skill council & National Skill Development Council.

3. ROLES & RESPONSIBILITIES OF ENDURANCE:

3.1 Endurance shall make suitable arrangement for practical training to be provided to every Apprentice in accordance to designated/optional trade.

3.2 Endurance shall provide practical training to every trainee as per the designated/optional Trade.

3.3 Endurance shall provide stipend to each apprentice as per plant wise rates mentioned in the Clause # 10 3 of the said agreement.

4. ROLES AND RESPONSIBILITIES OF YSF :

4.1 YSF shall assist Endurance to create the necessary seats available for apprenticeship training as per Central & State apprenticeship rules through portal (i.e. min 2.5% to 15% of manpower count in the plant).

4.2 YSF shall assist Endurance to get approval for Basic Training Centers (BTC) from Central Apprenticeship Adviser in case ETL is not in the panel of approved BTCs

4.3 YSF shall mobilize counsel and arrange to provide number of Apprentices as required by each plant in stipulated time.

4.4 YSF shall assist Endurance in designing courses under apprentice program and getting them aligned with NSQF (National Skills Qualification Framework).

4.5 YSF shall upload contracts of apprenticeship executed between the apprentice and the Board of Apprenticeship Training on the apprenticeship portal on behalf Endurance within 10 days from the date of joining of an Apprentice.

4.6 YSF shall upload syllabus with duration of apprenticeship courses on behalf of Endurance.

4.7 YSF shall furnish all statutory returns on the portal / site on behalf of Endurance.

4.8 YSF shall submit reimbursement claims to Government on behalf of Endurance towards stipend paid to apprentices and submit acknowledgement to ETL. Also, YSF shall follow up and ensure to get the refund at earliest

4.9 YSF shall submit reimbursement claims for basic training cost to Government in case Endurance is the basic training provider under NAPS (National Apprenticeship Promotion Scheme)

4.10 YSF shall ensure compliance of all formalities by the apprentices for appearing in assessment examinations as and when required and ETL shall support YSF to fulfill the compliances.

4.11 YSF shall assist Endurance to conduct practical & theoretical assessment of apprentices upon completion of the training period and issue certificates to the apprentice who have successfully completed the apprenticeship training.

4.12 YSF shall furnish all documents required as per TPA guidelines uploaded on the website of National Apprenticeship Training Scheme (NATS), Instituted by Board of Apprenticeship Training / Practical Training and Ministry of Human Resource Development, Government of India.

4.13 YSF shall submit evidence for their connect with MSMEs. (Ministry of Micro, Small & Medium Entrepreneurship)

4.14 YSF shall submit quarterly reports to MSDE (Ministry of Skill Development/DGT (Directorate General of Training/NSDF/National Skills Development Corporation) on the progress.

4.15 Apprentices should adhere the discipline, safety norms, rules regulations and policies/guidelines of ETL. Provision of Consequence Management Policy of ETL will be applicable to Apprentices. For this purpose Field



Officer/Manager/Supervisor of YSF shall conduct monthly meeting of all apprentices in ETL premises. Training Hall or any other suitable place will be made available by ETL. It is very important to have regular and structured communication with Apprentices. It will also help to understand if they need any support or have suggestions.

4.16 YSF shall submit all original documents of Apprentices including application form, returns to ETL on regular basis and keep photocopy of same with them.

4.17 YSF shall ensure that all the Apprentices engaged at each site are registered under CLMS of ETL and they punch biometric attendance regularly.

4.18 YSF shall ensure that attrition of Apprentices is not more than 5%.

4.19 YSF shall do proper check of candidates before sending for interview with regard to behavior, medical history, background etc.

5. PERIOD OF TRAINING

- A) Apprenticeship period of designated / optional trade will be as per course curriculum it will be different for different courses.
- B) After completion of apprenticeship period assessment and certificates will be issued to successful apprentice by Certification Authority.
- C) Either Company or Trainee has to the assessment charges of respective authority.

6. CONDUCT AND DISCIPLINE

6.1 Endurance has right to terminate apprenticeship of any apprentice on account of any unlawful behavior / act, any criminal, civil prosecution, sexual harassment, tarnishing brand image of Endurance and its products or on account of repeated flouting of the Company's policies or for continuous irregularity in attending to the scheduled training or for any other reason which Endurance may deem fit.

6.2 For all matters of conduct and discipline the apprentice shall be governed by the rules and regulations as prescribed by Endurance. The apprentice shall be bound by the policies of Endurance.

6.3 The contract of apprenticeship between apprentice and Endurance shall terminate on the expiry of the period of apprenticeship training as mentioned below.

Apprentices Category	Training Period
EPP/Apprentices (ITI)/NAPS	Six Months / One Year / Two Year
Apprentices (DME)	One Year
Apprentices (BE)	One Year

6.4 Either Party (apprentice or Endurance) to a contract of apprenticeship may make an application to the Apprenticeship Adviser for the termination of the contract, and when such application is made, shall send by post a copy thereto to the other party to the contract. YSF shall assist Endurance for Making Application and further action.

6.5 After considering the contents of the application and the objections, if any, filed by the other party, the Apprenticeship Adviser may, by order in writing, terminate the contract, if he is satisfied that the Parties to the contract or any of them have or has failed to carry out the terms and conditions of the contract and it is desirable in the interests of the Parties or any of them to terminate the same.

7. HOURS OF ON-THE-JOB TRAINING, WEEKLY HOLIDAY AND PAID HOLIDAYS

7.1 The weekly and daily hours of work of an apprentice while undergoing practical training in a workshop shall be such as may be prescribed under the Apprentices Act.

7.2 No apprentice shall be required or allowed to work overtime except with the approval of the Apprenticeship Adviser who shall not grant such approval unless he is satisfied that such overtime is in the interest of the training of the apprentice or in the public interest. YSF shall apply on behalf of Endurance and arrange to get permission for overtime, if any required.

7.3 An apprentice shall be entitled to such leave as may be prescribed and to such holidays as are observed by the respective Plants of Endurance, in which the apprentice is undergoing training.



8. LIMITATION OF LIABILITY



8.1 Endurance make no warranties, express or implied, statutory or otherwise, including the implied warranties relating to this Agreement to YSF or any other party or person and shall not be liable to YSF and/or any other person or party for any loss of profit, loss of business or for special, direct, indirect, incidental, or consequential damages or losses of any kind or nature whatsoever due to such apprentice under apprenticeship.

9. APPRENTICE – ENDURANCE RELATIONSHIP

9.1 It shall not be obligatory on the part of Endurance to offer any employment to any apprentice who has completed the period of his apprenticeship training in Endurance, nor shall it be obligatory on the part of the apprentice to accept an employment with Endurance.

9.2 The selection of apprentice does not constitute an employment contract YSF or with Endurance where the apprentice is placed for apprenticeship.

9.3 It is specifically agreed between the Parties that it shall not be obligatory for Endurance to offer employment to the apprentice on successful completion of period of training.

9.4 Endurance at its own will not give any direct instructions to the apprentices excluding the Instructions related to the on-the-job training. In case of any variation or changes in the terms mentioned in the Agreement Endurance will inform only in writing regarding such changes. In any case they will not inform Apprentice directly.

10. STIPEND

10.1 The apprentice shall be paid stipend as prescribed under Apprentices Act which shall be at par with the stipend notification of apprenticeship by Ministry of Skill Development & Entrepreneurship (MSDE) dated 25th September 2019.

10.2 The stipend for all the apprentices undergoing training at Endurance shall be paid as a single consolidated amount per month and such payment will not attract any statutory deductions or payments applicable to regular employees since the apprenticeship assures only Training and does not constitute any sort of employment.

10.3 The stipend shall be paid by Endurance to the apprentice as per Government rules. In case ETL fails to do so YSF shall not in any manner be responsible for payment of stipend to the apprentice.

Sr #	Monthly Components	AURANGABAD + PUNE + GUJRAT + PANTNAGAR			
		APP Non-Tech (Under BTP /NAPS)	EPP/ Apprentices (ITI)/NAPS	DME Apprentice / NAPS	BE Apprentice / NAPS
1	Stipend	10175	10773	11273	11773
2	Service Charges for agency *	600	600	600	600
3	Attendance Bonus *	500	500	500	500
4	Total (Rs.)	11275	11873	12373	12873

Sr #	Monthly Components	KOLAR AND NARSAPURA			
		APP Non-Tech (Under BTP /NAPS)	EPP/ Apprentices (ITI)/NAPS	DME Apprentice / NAPS	BE Apprentice / NAPS
1	Stipend	10824	11461	11961	12461
2	Service Charges for agency *	600	600	600	600
3	Attendance Bonus *	500	500	500	500
4	Total (Rs.)	11924	12561	13061	13561

Sr #	Monthly Components	CHENNAI			
		APP Non-Tech (Under BTP /NAPS)	EPP/ Apprentices (ITI)/NAPS	DME Apprentice / NAPS	BE Apprentice / NAPS
1	Stipend		10247	12000	14000
2	Service Charges for agency *		600	600	600



3	Attendance Bonus *	500	500	500
4	Total (Rs.)	11347	13100	15100

** Any Revision in BASIC or DA as per Govt. notification will be applicable at actuals.

In addition to this these apprentices are eligible for attendance Bonus as follows;

- Attendance bonus @ 300/- pm will be given on minimum 23 days present.
- Attendance bonus @ 500/- pm will be given on minimum 25 days present.

** for the month February attendance bonus @ 300/- pm will be given on 22 days present & @ 500/-pm will be given on 24 days present.

11. ADMINISTRATIVE CHARGES

11.1 Endurance shall pay Rs.400/- per Apprentice per month as administrative and mobilization charges towards registration & administration of apprenticeship YSF on pro rata basis linked to the individual attendance of apprentice

11.2 In addition to this Endurance will pay Rs 200/- per apprentice to YSF against receipt of reimbursement claim of stipend from Government **

** Responsibility of timely reimbursement of stipend will remain with YSF. The re-imbursement rates are as per current notification applicable. However, if notification is amended in future, YSF will apply for reimbursement as per the amended notification. YSF will file returns for claiming the reimbursement to Government for every quarter with Endurance.

11.3 In order to monitor the apprentices and to support the activities enlisted below, YSF will engage supervisor in each plant. For that, Endurance will reimburse supervisor charges @ Rs. 12000/- per month /plant provided minimum 50 number of apprentices are engaged under the particular plant. These charges will also be on pro-rata basis linked to actual attendance

11.4 Penalty Clause: In case of non compliance of any of the conditions mentioned in the Agreement by YSF Endurance will impose penalty at its sole discretion which also includes Absenteeism of Apprentices (more than 2 days), Attrition rate of Apprentices (not more than 10 %) and timely submission of all compliances.

12. PAYMENT TERMS:

12.1 YSF shall raise its invoice on Endurance by 2nd day of succeeding month for the Services provided in the preceding month. Endurance shall make payment of same in first week of next month. For instance, bill for January will be paid in first week of March. Endurance shall debit penalty at its sole discretion, in case of non-compliance by M/s YSF

12.2 Payment to YSF for the services rendered shall be subject to deduction of tax at source. Service tax, GST shall be charged extra as applicable.

12.3 Goods and Service Tax (GST) applicability as under:

- YSF has to provide a proper invoice in the form and manner prescribed under rules of the GST Act Tax Invoice Credit and Debit Note Rules) containing all the particulars therein. In the event that YSF fails to provide the invoice in the form and manner prescribed under the GST Act ((Tax Invoice, Credit and Debit Note Rules) Endurance shall not be liable to make any payment against such invoice.
- YSF has to ensure accurate reporting in YSF/outward supplies under GST. Further, that the payments would not be processed in case of non-availability of ITC benefit to the Endurance due to lack of compliance by YSF (e.g. GST will be paid to the YSF only once the said amount is reflected as credit in the GSTR – 2A and YSF has made payment of taxes to the Government Exchequer)
- YSF has to ensure that invoice is raised within the time period prescribed in law for provision of services.
- In case of YSF's default to comply with GST provisions and credit is denied by the GSTN system to the Endurance, then the Endurance is authorized to recover the consequential costs such as interest / penalties from YSF by issuing debit notes with GST.



On event of lower compliance rating as GSTN portal, Endurance has full right to discontinue this Agreement with the information.



vi. YSF has to ensure that tax benefits under GST Law are passed on to Endurance. In case of any liability on account of anti-profiteering provisions, YSF will be solely responsible and Endurance will be authorized to receive the available benefit.

vii. YSF to note details of State-wise GST Registrations of Endurance as under;

State	Provisional ID	ARN No. (Application Receipt No.)
Maharashtra	27AAACE7066P1Z3	AA270217032661F
Gujrat	24AAACE7066P1Z9	AA240217021733L
Uttarakhand	05AAACE7066P1Z9	AA050217001452V
Tamilnadu	33AAACE7066P1ZA	AA330217033036Q
Karnataka	29AAACE7066P1ZZ	ARN not yet generated

13. REPRESENTATIONS AND WARRANTIES

13.1 Endurance represents and warrants that it is authorized to enter into this Agreement and that this Agreement is a valid and binding obligation on Endurance, and that the execution and Performance of this Agreement by Endurance is lawful and does not constitute a default, acceleration, or termination of any other agreement to which Endurance may be a party;

13.2 YSF represents and warrants that it is authorized to enter into this Agreement and that this Agreement is a valid and binding obligation on YSF, and that the execution and performance of this Agreement by YSF is lawful and does not constitute a default, acceleration, or termination of any other agreement to which YSF may be a party;

14. TERM AND TERMINATION

14.1 This Agreement shall become effective from 1st of May 2021 and shall remain in force for a period of Two (02) year (s) (i.e. till 30th April 2023) unless terminated earlier as herein below or renewed in writing on mutually agreeable terms and conditions for such further periods at the end of the tenure of this Agreement.

14.2 Either Party may terminate this Agreement in the event that:

14.2.1 There is a material breach of the terms of the Agreement by the other party and that Party does not remedy such breach within thirty (30) days after that Party is served with written notice of the breach.

14.2.2 Either Party may terminate this Agreement for convenience by giving the other Party 30 days (Thirty) day's written notice in advance. Endurance shall have a right to terminate this Agreement at any time during the tenure of the Agreement without giving any reason for such termination.

Upon expiry or earlier termination of this Agreement, the Endurance shall forthwith pay to YSF, any amount due by Endurance to the apprentice, including without limitation stipend and or other expenses and shall immediately destroy or return any confidential information (in any form whatsoever) within 10 days from the date of termination or expiry of this agreement.

15. CONFIDENTIALITY

No Party shall be entitled to disclose any information to any third party concerning the matters related to this Agreement/ arrangement.

a. As a general principle, all business, financial, unpublished price sensitive information, operational, administrative, marketing, economic information, data, documents, Technical Specifications, materials, formulae, specifications, samples pertaining to the Parties hereto as the case may be, disclosed by either Party to the other Party, whether orally or in writing or in pictorial form or on magnetic diskette or in whatsoever other form, in connection with the potential co-operation between the Parties will be considered as Confidential Information during the entire duration hereof and for a period of three years thereafter.

b. Confidential Information shall not include information which:

i. Was known to the Receiving Party at the time of disclosure by the Disclosing Party;

ii. Was or has become publicly known through no wrongful act of the Receiving Party;



V. Was published or was in the public domain prior to the activity hereunder.

Provided that this clause shall not apply to any Confidential Information where part of it is / was in the public domain until it is fully in the public domain.

C. The Receiving Party agrees:

i. Not to use any such Confidential Information for any purpose other than in the performance of its obligations under this Agreement or any associate agreement;

And

ii. Not to disclose any such Confidential Information.

D. Each Party acknowledges and agrees that

i. Its obligations under this clause are necessary and reasonable to protect the other Party and its business;

ii. Any violation of these provisions could cause irreparable injury to the other Party for which money damages would be inadequate, and

iii. As a result such other Party shall be entitled to seek injunctive relief against the threatened breach of the provisions of this clause without the necessity of proving actual damages. The Parties agree that the remedies set forth in this clause are in addition to and in no way preclude any other remedies or actions that may be available at law or under this Agreement.

E. Each Party agrees that the terms and conditions of this Agreement are to be treated as Confidential Information,

F. Except for what specifically provided for herein, no right, license, either expressed or implied, under any Intellectual Property Rights and/ or Confidential Information or any other information is granted hereunder.

G. Should one of the Parties be required to disclose any Confidential Information received hereunder in connection with any legal proceedings, it shall promptly notify the other party, so that the concerned Party may take appropriate steps to protect its rights.

H. Each Party will take all reasonable steps to minimize the risk of disclosure of Confidential Information and will provide proper and secure storage for all information and papers, drawings or other materials, which relate to or are contemplated by such information.

Promptly upon completion or termination of this Agreement for any reason whatsoever, upon request from the disclosing Party, the receiving Party shall return all Confidential Information, in the same form as given, without keeping any copies or imitations thereof.

16. RESTRICTION NO USE OF ENDURANCE LOGO AND NAME:

16.1 YSF is strictly prohibited from using the logo and trademark of Endurance, without its prior written permission. This clause shall survive the termination of this Agreement

17. SECURITIES LAWS :

17.1 YSF is aware and shall advise its respective employees, officers and agents, of the restrictions imposed by the securities laws of India on the purchase or sale of securities of Endurance by any person that has received material, non-public information from Endurance and regarding the communication of such information to any other person when it is reasonably foreseeable that such other person is likely to purchase or sell such securities reliance upon such information. In particular, any such party or person who becomes aware of or comes in possession of material, non-public information, shall not pass on / share / disclose any such information to any other party or persons or give any advice based on the available information and shall not trade in the securities of the issuer based on such information

18. NO UNETHICAL PRACTICES:

18.1 YSF (including employees/ representative/ agents of YSF) shall not directly or indirectly involve in any corrupt practices. The corrupt practices, without prejudice to generality would include – giving cash, gifts, concessions, benefits, etc. of any value to any Government, Semi-Government official(s) or officials of a customer or any person for getting the work done expeditiously or out of turn or otherwise YSF understands and agrees that Endurance has a



zero tolerance towards the unethical and corrupt practices. In the event if YSF is found to be in breach of this clause, Endurance shall be entitled to terminate this Agreement with immediate effect and without any liability to YSF.

19. PROHIBITION ON ASSIGNMENT:

19.1 YSF shall not assign any of its rights or obligations under this Agreement to any other party without the prior written permission of Endurance

20. FORCE MAJEURE:

20.1 If the whole or any part of the performance of the respective obligations of the Parties hereunder is prevented or delayed by reasons of Force Majeure, then to the extent either Party shall be prevented or delayed from performing all or any part of their respective obligations under this Agreement despite due diligence and reasonable efforts to do so, then such Party shall be excused from performance hereunder for so long as reasons of Force Majeure shall continue to prevent or delay such performance. If the Force Majeure situation continues for an period exceeding One month each party shall have right to terminate this Agreement forthwith without any further notice.

21. DISPUTE RESOLUTION:

21.1 In the event that any dispute arises between the Parties in connection with this Agreement the construction of any provision of this Agreement or the rights, duties or liabilities of the Parties hereto under this Agreement, both the Parties shall take efforts to resolve such disputes mutually.

21.2 If mutual resolution cannot be reached within thirty (30) days from the date of intimation by either party to other in writing then each party to the dispute shall be free to refer such dispute to arbitration under the Arbitration and Conciliation Act, 1996 or any other act for the time being in force Proceedings shall be conducted before sole arbitrator who shall be appointed by the both parties mutually. The venue of arbitration shall be Pune (Maharashtra). The arbitration proceedings shall be conducted exclusively in English language Any award made in such arbitration will be final and binding on the Parties.

22. GOVERNING LAWS:

22.1 This Agreement, including all the Exhibits and the scope of Work, shall be governed by the laws of India. Subject to the arbitration provisions contained herein, the Parties hereby submit themselves to the exclusive jurisdiction of the courts at Pune (Maharashtra).

IN WITNESS WHEREOF, the Parties execute this Agreement through their duly authorized representatives on the day and year first above written.

For and on behalf of:

Endurance Technologies Limited

Yuvashakti Foundation



Signature

Signature

Name : Kalyan Pawar

Name : Motiram Pawar

Title : VP - Corporate ER

Title : Director, operations.

Date :

Date :

Witnessed by :

Witnessed by :

Endurance Technologies Limited

Yuvashakti Foundation

Signature

Signature

Name : Rajesh Mhatre

Name :

Title : Regional Head - ER

Title :

Date :

Date :

ANNEXURE

(OTHER FACILITIES)

Sr #	Facilities	Description
a)	Canteen	Endurance shall provide canteen facilities to the apprentice as per the Endurance policy in this regard. Apprentice can avail canteen facility on pay and eat basis
b)	Transport	Endurance may provide transport facilities to the Apprentice as per the Endurance policy. It will be at subsidized rate.
c)	Safety Shoes & Uniform	YSF shall provide safety shoes and T Shirt to the apprentice. ETL shall deduct amount towards same from Stipend of respective Apprentice and pay to YSF.
d)	WC Policy	Endurance shall take WC Policy for each apprentice and the same will be recovered from the stipend of the Apprentice in two instalments.




