

## Memorandum of Understanding

Between

Flair Wizard

&

DEPARTMENT OF HOTEL MANAGEMENT

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY

PONGAM; KORATTY; TRISSUR (DT.)

This Memorandum of Understanding (MoU) is entered in 4<sup>th</sup> January 2019 between Flair Wizard, Room 72 Kothakluangara , Angamaly ONE PART.

AND

Dept. of Hotel Management, Naipunnya College; Pongam ;Koratty , Thrissur (DT) 680308, an Arts and Science College in the unaided sector owned and managed by the Archdiocese of Angamaly Ernakulam and affiliated to University of Calicut represented by Rev. Fr. Saje Peter, Exe. Director and Principal of Naipunnya College;Pongam of the OTHER PART.

Whereas, The Flair wizard, India and Department of Hotel Management, Naipunnya College, Pongam shall be hereafter jointly referred to as the "parties" and singularly as a "Party".

The Parties has decided to agree to establish academic collaboration in the areas of mutual interest and in accordance with the terms and conditions set forth in this MOU, agree on the following activities.

1. The The Flair wizard, India in association with Department of Hotel Management will provide seminars and workshops on food and wine pairing skills, cocktail and mocktail demo for the second year hospitality students in the department of Hotel Management at Naipunnya, Pongam on annual basis.
2. The duration of the certificate program will be two working days.

3. The, The Flair wizard, India will provide course certificates to the students on successful completion of the course.
4. The course fee of Rs.500/- per student plus the applicable taxes and 10 percentage increment in every year. The department head will be responsible for the payment and the same should be paid either in cash or cheque prior to the commencement of the class.
5. The department of Hotel Management should provide a comfortable room for seminar/workshop with Audio-visual facilities to the trainer and other basic facilities for conducting workshop and examination if required.
6. The Flair wizard, India will bring all the materials for the workshop such whereas the department has to provide sufficient number of tables, water, and electricity for the smooth operation.

The MOU will take effect from the date it is signed by the representatives of the parties and it will remain valid for five years and may be continued thereafter with suitable review and arrangement. Either party may terminate the MOU by giving written notice to the other party one months in advance. Once terminated, neither, The Flair wizard, India nor Dept. of Hotel Management, Naipunnnya College, Pongam will be responsible for any losses, financial or otherwise, with the other party may suffer. However both parties of this MOU will ensure that all activities in progress are allowed to be completed successful.

This MOU is signed subject to approval of the respective academic/administrative bodies.

On behalf of

Signed By:

Name:



Signed By:



**Fr. Dr. PAULACHAN K.J.**  
Principal  
Naipunnnya Institute of Management  
& Information Technology  
Pongam, Koratty East.-680 308



Place: Pongam

Date:



# Annai Fathima

College of Arts and Science

( Affiliated to Madurai Kamaraj University )

## LETTER OF LINKAGE

Between

Annai Fathima College of Arts and Science  
Thirumangalam, Madurai, Tamil Nadu

And

Naipunya Institute of Management and Information Technology  
Pongam, Koratty East, Thrissur – 680308 - Kerala, India

The Department of Hotel Management and Catering Science at Annai Fathima College of Arts and Science Thirumangalam, Madurai, Tamil Nadu and the Department of Hotel Management at Naipunya Institute of Management and Information Technology, Pongam, Koratty East, Thrissur – 680308 - Kerala, India, establish this Letter of linkage to foster cooperation in education and recruitment.

1. Both parties agree to encourage the following activities, in particular to promote academic cooperation:
  - a) Exchange of materials in education, publications, and academic information;
  - b) Exchange of faculties
  - c) Exchange of students;
  - d) Other technical assistances

Before these activities can be implemented, both parties shall discuss the problems involved to the satisfaction of each party and enter into specific activity agreements based on the mutually agreed objectives and outcomes of the relationship.

2. This Letter of Linkage shall be applicable to academic activities, attached to each party.
3. This Letter of Linkage constitutes the entire agreement between the parties, and all prior discussions, agreements, and understandings, whether verbal or in writing, are merged in this agreement.
4. This Letter of Linkage is not considered to be a contract creating legal and financial bindings between the parties. Rather, it is designed to facilitate and develop a genuine and mutually beneficial exchange process/academic relationship, and so forth.

  
**M.S. SHA, B.H.M.,**  
Chairman

**ANNAI FATHIMA GROUP OF INSTITUTIONS**  
Fathima Nagar, Alampatti  
THIRUMANGALAM - 625 705

( A Unit Of Annai Fathima Educational Society )

Fathima Nagar, Alampatti, Thirumangalam, Madurai Dist, Tamilnadu.

Tel : (04549)-284528/Off : 284794/Fax : 294560/Mobile : 82200 08005/94894 81519

email : info@annaifathimacollege.edu.in / web : www.annaifathimacollege.edu.in



# Annai Fathima

## College of Arts and Science

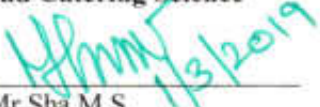
( Affiliated to Madurai Kamaraj University )

5. This Letter of Linkage shall become effective on the date of signatures of both parties. It may be amended by the written consent of the parties.
6. This Letter of Linkage should be reviewed every Five Years to evaluate the progress and the quality of the mutual cooperation. It may be extended for additional five year periods upon the written consent of both parties. If the Letter of Linkage is not renewed by mutual consent, then it will conclude at the end of the specified time period, or after activities in progress have concluded.
7. This Letter of Linkage may be terminated by either party with a minimum of 120 days written notice. Activities in progress at the time of termination shall be permitted to conclude as planned unless otherwise agreed.
8. Both institutions subscribe to a policy of equal opportunity and will not discriminate on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, disability, or veteran status.
9. Each party shall designate a person or office to serve as liaison for implementing this Letter of Linkage. For Annai Fathima College of Arts and Science Thirumangalam, Madurai, Tamil Nadu, the contact person will be Sajith.N , Training & Placement Officer, & For Naipunnya Institute of Management Studies, the contact person will be Robert B Fernandez, Associate Professor and Head, Department of Hotel Management.
10. This Letter of Linkage is written in English.

### Signing for

#### Annai Fathima – Arts and Science College

#### Department of Hotel Management and Catering Science

  
Mr Sha M S  
Chairman  
Annai Fathima – Arts and Science College  
Thirumangalam, Madurai, Tamilnadu

  
**M.S. SHA, B.H.M.,**  
Chairman  
ANNAI FATHIMA GROUP OF INSTITUTIONS  
Fathima Nagar, Alampatty  
THIRUMANGALAM - 625 706

1<sup>st</sup> March 2019

Date of Signature



( A Unit Of Annai Fathima Educational Society )

Fathima Nagar, Alampatti, Thirumangalam, Madurai Dist, Tamilnadu.

Tel : (04549)-284528/Off : 284794/Fax : 294560/Mobile : 82200 08005/94894 81519

**Holiday Inn Cochin**

33/1739 A, Chakkarakarambu Junction,  
NH Bypass, Vennala, Kochi, India - 682028  
T +91 484 4199000 / +91 484 3319000  
F +91 484 4199000 | 1800-1033-066  
W www.holidayinn.com

## **IHG ACADEMY MEMORANDUM OF UNDERSTANDING**

This IHG Academy Memorandum of Understanding (“MOU”) is made by and between IHG and Organization, as defined respectively in Addendum A hereto, effective as of the date set forth in Addendum A hereto.

WHEREAS, IHG has created a program known as the “IHG Academy,” which is developed and operated in collaboration with educational and/or community institutions around the world, the purpose of which is to provide individuals with skills development and opportunities to gain work experiences at IHG’s corporate offices or in hotels owned or operated by IHG or its affiliates; and

WHEREAS, IHG and Organization desire to work together in the development and delivery of an IHG Academy (the “Program”); and

WHEREAS, the purpose of this MOU is to formalise the collaboration between IHG and the Organization in the development and delivery of the Program;

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants and promises set forth herein, and other good and valuable consideration, the parties agree as follows:

### **1. PURPOSE AND OBJECTIVES**

The Parties agree that the purpose of the collaboration is to establish the Program with the following objectives:

- 1.1 To introduce and familiarize individuals participating in the Program (“Participants”) with the hospitality industry.
- 1.2 To create a potential placement pipeline for potential recruits for IHG or its franchised hotels.
- 1.3 To enhance community relationships and generate positive publicity for the Organization and IHG.

### **2. PRINCIPLES OF COLLABORATION**

The Parties agree to adopt the following principles in relation to the Program:

- 2.1 The collaboration shall remain flexible so that while the Parties shall act jointly to promote and/or offer the Program, each Party retains the right to act independently of the other.
- 2.2 Each Party shall establish and adhere to the terms and conditions set forth in this MOU to ensure that the Program is delivered as required.
- 2.3 The collaboration will be characterized by open communication between the parties. The parties agree to share information, experience, materials and skills to learn from each other and develop effective working practices.

- 2.4 Nothing in this MOU shall operate to prevent each Party, either alone or with others, from offering other educational programs and services.
- 2.5 The Parties will operate in good faith to support achievement of the objectives of the Program.
- 2.6 The Parties will cooperate in good faith to ensure the Program does not violate either party's internal procedures and regulations or any applicable laws.

**3. ROLES AND RESPONSIBILITIES**

The roles and responsibilities of Organization and IHG are defined in Addendum A hereto.

**4. EMPLOYMENT STATUS**

The Parties acknowledge and agree that a Participant's participation in the Program, including any internship, traineeship or work experience or work shadow placement with IHG or at an hotel branded or managed by IHG, does not create an employer/employee relationship between the Participant and IHG or any of its affiliates or subsidiaries. Participants in the Program shall not be entitled to participate in any IHG employee benefit plans, including but not limited to, pension, Section 401(k) profit sharing, retirement, deferred compensation, welfare, insurance (unless required by local applicable law), disability, bonus, vacation pay, sick pay, Paid Time Off (PTO), stock purchase, severance pay and other similar plans, programs and agreements, whether reduced to writing or not.

**5. TERM & TERMINATION OF AGREEMENT**

- 5.1 This MOU shall commence on the effective date set forth in Addendum A and shall terminate upon mutual agreement of the Parties.
- 5.2 Notwithstanding paragraph 5.1, either Party may terminate this MOU and the Program for any reason and without penalty, upon thirty (30) days' written notice to the other Party.
- 5.3 Notwithstanding any other provisions of this MOU, IHG may terminate this MOU and the Program if Organization does, or omits to do, anything, which in the sole opinion of IHG, brings the name or reputation of IHG, its brands or hotels into disrepute or prejudices the interests of the business of the IHG or if the Organization does not operate in the spirit of the IHG Academy and according to the roles set out in Addendum A.

**6. INTELLECTUAL PROPERTY**

- 6.1 For the purposes of this MOU, **Trademarks** means the trademarks "IHG" and "IHG Academy" (in whatever form) and **Intellectual Property** means any and all rights available to IHG under patent, copyright, software, trademark, service mark, trade name, domain name, industrial design, or trade secret law or any other statutory provision or legal principal with respect to intellectual property rights, including rights in or to designs, formulas, algorithms, procedures, methods, techniques, ideas, know-how, programs, database, subroutines, tools, inventions, creations, improvements, works of authorship, other similar materials, and all recordings, graphs, drawings, reports, analyses, other writings, and any other embodiment of the above, in any form whether or not specifically listed herein and whether registered or unregistered, which may subsist in any part of the world, for full term of such rights including any extension to the term of such rights.

- 6.2 During the term of this MOU, IHG hereby grants a non-exclusive license to Organization to use the Trademarks for non-commercial purposes only and solely in connection with providing the IHG Academy but not otherwise (the "License"). Organization shall not authorize any other party to use any of the Trademarks and may not grant any licenses or sub-licenses for any of the Trademarks. The License is non-assignable and non-transferable by Organization.
- 6.3 Notwithstanding any other provision of this MOU, nothing in this MOU shall be construed or interpreted to permit organization to use or otherwise be granted a license to use any of the Intellectual Property except for the Trademarks and except solely in relation to the operation and marketing of the Program.
- 6.4 Without limiting paragraph 6.2 above, Organization acknowledges that the grant of the License is non-exclusive and that IHG may use the Trademarks and the Intellectual Property or license others to use Trademarks and the Intellectual Property in any manner that the IHG deems necessary or appropriate including, without limitation, in connection with the ownership, operation, management or marketing of IHG hotels and other IHG Academy programs.
- 6.5 Organization shall only use the Trademarks in connection with the operation and advertising of the Program. The Program shall be described as a public/private collaboration with IHG to provide hospitality skills development and potential recruitment opportunities and shall not be described as being associated with any other system of hotels.
- 6.6 The Trademarks shall be used in connection with the IHG Academy only during the Term of this MOU, or otherwise only in the manner approved by IHG and in such manner as shall preserve and protect IHG's ownership of or interest in, as relevant, the Trademarks and the Intellectual Property and the value and distinctiveness of the Trademarks and the Intellectual Property.
- 6.7 Organization shall not adopt, use, register or seek to register the Trademarks or any Intellectual Property or any trademark, service mark, trade name or proprietary or type designations which, in IHG's sole opinion, are similar to or likely to cause confusion with any of the Trademarks or the Intellectual Property in any jurisdiction. All goodwill associated with use of the Trademarks by Organization pursuant to this MOU shall inure to the benefit of IHG or its nominee.
- 6.8 Without limitation to any of the preceding paragraphs, each Party shall retain exclusive rights to any copyright materials contributed by it to the Program pursuant to this MOU.

**7. CONFIDENTIALITY**

- 7.1 All information disclosed to Organisation, other than that which is in the public domain, will be held confidentially and used only for the purposes expressed in this MOU. Such information shall not be revealed to third parties without the prior written consent of IHG.
- 7.2 Except as otherwise agreed to in writing, any correspondence, transaction and/or any dealing with regards to the subject matter of this MOU shall be made and kept strictly confidential between the Parties.

**8. STATUS**

Nothing in this MOU is intended to, or shall be deemed to make, or constitute, either Party as partner, agent or joint venturer of the other, or entitle or authorise either Party to pledge the credit of the other and neither will have the power to obligate the other or enter into any commitments for or on behalf of the other.

**9. NOTICE**

Any notice required by this MOU shall be deemed to have been properly given when sent by registered or certified mail postage prepaid return receipt requested, or by a nationally recognized courier or overnight delivery service, designed to obtain a receipt, to the following:

To IHG (select the address for the corresponding region in which the Program is located):

North America, Central America, Caribbean, South America	Six Continents Hotels, Inc. c/o IHG 3 Ravinia Drive, Suite 100 Atlanta, GA 30346 Attention: IHG Academy c/o Corporate Responsibility Team
Europe	IHG Hotels Limited Broadwater Park, Denham, Buckinghamshire UB9 5HR, United Kingdom Attention: IHG Academy c/o Corporate Responsibility Team
Middle East	Holiday Inns (Middle East) Ltd. c/o Suite 2201 Festival Tower Dubai Festival City Al Rebbat Street PO Box 58191 Dubai, UAE
People's Republic of China	InterContinental Hotels Group (Shanghai) Ltd. 22 <sup>nd</sup> Floor, Citigroup Tower, No. 33 Huayuanshiqiao Road, Pudong New Area 200120 Shanghai, PR China, PRC Attention: IHG Academy c/o Corporate Responsibility Team
Asia (excluding People's Republic of China)	InterContinental Hotels Group (Asia Pacific) Pte Ltd. 230 Victoria Street, #13-00 Bugis Junction Towers- Singapore 188024 Attention: IHG Academy c/o Corporate Responsibility Team



To Organization: As set forth in Addendum A


Each party agrees to provide written notice to the other party of any change of address.

**10. MISCELLANEOUS**


- 10.1 This contract shall be governed by and construed according to the laws of the locality in which the IHG office listed in Section 9 above is located.
- 10.2 This MOU contains the entire agreement between the parties, and there are no other representations, inducements, promises, agreements, arrangements, or undertakings, oral or written between the parties other than those set forth herein. Any modifications of this MOU shall not be binding upon either party hereto unless and until the same have been made in writing and executed by all of the parties hereto.
- 10.3 This MOU shall bind and inure to the benefit of the parties and their successors and assigns.
- 10.4 In the event a court of competent jurisdiction declares any provision of this MOU to be unenforceable, all remaining provisions of the MOU shall remain in full force and effect.
- 10.5 Execution of this MOU by means of facsimile signatures shall be deemed as binding as though same were manually signed.
- 10.6 This MOU may be executed in any number of counterparts, each of which shall be deemed an original for all purposes, which together shall constitute the MOU.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed.

**Naipunnya College:**

By:   
Name: Fr. (Dr.) Paul Kaithottungal  
Principal  
Naipunnya Institute of Management  
& Information Technology  
Title: Poagam, Koratty (P), Thrissur - 680 301  
Date: 1.4.2019

**IHG:**

By:   
Name: Suganthi Vipin  
Title: Human Resources Manager  
Date: 1<sup>st</sup> April 2019



## Memorandum of Understanding

Between

International School of Carving

&

DEPARTMENT OF HOTEL MANAGEMENT

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY

PONGAM; KORATTY; TRISSUR (DT.)

This Memorandum of Understanding (MoU) is entered in 6th day of June 2019 between International School of Carving, Ex-service League Building, M.C Road, Angamaly, India, represented by Mr. Joy P.D of the ONE PART.

AND

Dept. of Hotel Management, Naipunnya College; Pongam ;Koratty , Thrissur (DT) 680308, an Arts and Science College in the unaided sector owned and managed by the Archdiocese of Angamaly Ernakulam and affiliated to University of Calicut represented by Rev. Fr. Saje Peter, Exe.Director and Principal of Naipunnya College;Pongam of the OTHER PART.

Whereas, International School of Carving, India and Department of Hotel Management, Naipunnya College, Pongam shall be hereafter jointly referred to as the "parties" and singularly as a "Party".

The Parties has decided to agree to establish academic collaboration in the areas of mutual interest and in accordance with the terms and conditions set forth in this MOU, agree on the following activities.

1. The International School of Carving, India in association with Department of Hotel Management will provide seminars and workshops on carving skills (Vegetable, fruits and ice carving and plate garnishes) for the second year hospitality students in the department of Hotel Management at Naipunnya, Pongam on annual basis.
2. The duration of the certificate program will be two working days.
3. The International School of Carving, India will provide course certificates to the students on successful completion of the course.

4. The course fee of Rs.750/- per student plus the applicable taxes and 10 percentage increment in every year. The department head will be responsible for the payment and the same should be paid either in cash or cheque prior to the commencement of the class.
5. The department of Hotel Management should provide a comfortable room for seminar/workshop with Audio-visual facilities to the trainer and other basic facilities for conducting workshop and examination if required.
6. The International School of Carving will bring all the materials for the workshop such as fruits, vegetables, ice block etc. whereas the department has to provide sufficient number of tables, water, and electricity for the smooth operation.

The MOU will take effect from the date it is signed by the representatives of the parties and it will remain valid for five years and may be continued thereafter with suitable review and arrangement. Either party may terminate the MOU by giving written notice to the other party one months in advance. Once terminated, neither, The International School of Carving, India nor Dept. of Hotel Management, Naipunnya College, Pongam will be responsible for any losses, financial or otherwise, with the other party may suffer. However both parties of this MOU will ensure that all activities in progress are allowed to be completed successful.

This MOU is signed subject to approval of the respective academic/administrative bodies.

On behalf of

Signed By:



Name:

**Fr. Dr. PAULACHAN K.J.**

Naipunnya Institute of Management  
& Information Technology  
Pongam, Koratty East.-680 308



Signed By:



Place: Pongam

Date:

## IHG ACADEMY MEMORANDUM OF UNDERSTANDING

This IHG Academy Memorandum of Understanding ("MOU") is made by and between IHG and the Organization, as defined respectively in Addendum A hereto, effective as of the date set forth in Addendum A hereto.

WHEREAS, IHG has created a program known as the "IHG Academy", which is developed and operated in collaboration with educational and/or community institutions around the world, the purpose of which is to provide individuals with skills development and opportunities to gain work experience at hotels owned or operated by IHG or its affiliates; and

WHEREAS, the purpose of this MOU is to formalize the collaboration between IHG and the Organization in the development and delivery of the program;

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants and promises set forth herein, and other good and valuable consideration, the parties agree as follows:

### 1. PURPOSE AND OBJECTIVES

The Parties agree that the purpose of the collaboration is to establish the Program with the following objectives:

- 1.1 To introduce and familiarize individuals participating in the Program ("participants") with the hospitality industry.
- 1.2 To create a potential placement pipeline for potential recruits for IHG or its franchised hotels.
- 1.3 To enhance community relationships and generate positive publicity for the Hotel, Organization, and IHG.

### 2. PRINCIPLES OF COLLABORATION

The Parties agree to adopt the following principles in relation to the Program:

- 2.1 The collaboration shall remain flexible so that while the Parties shall act jointly to promote and/or offer the Program, each Party retains the right to act independently of the other.
- 2.2 Each Party shall establish and adhere to the terms and conditions set forth in this MOU to ensure that the Program is delivered as required.
- 2.3 The collaboration will be characterized by open communication between the parties. The parties agree to share information, experience, materials and skills to learn from each other and develop effective working practices.
- 2.4 Nothing in this MOU shall operate to prevent each Party, either alone or with others, from offering other educational programs and services.
- 2.5 The Parties will operate in good faith to support the achievement of the objectives of the Program.
- 2.6 The Parties will cooperate in good faith to ensure the Program does not violate either party's internal procedures and regulations or any applicable laws.



*Sholeng*

### 3. ROLES AND RESPONSIBILITIES

The roles and responsibilities of the Organization and IHG are defined in Addendum A hereto.

### 4. EMPLOYMENT STATUS

The Parties acknowledge and agree that a Participant's participation in the Program, including any internship, traineeship or work experience or work shadow placement with IHG or at a hotel branded or managed by IHG, does not create an employer/employee relationship between the Participant and IHG or any of its affiliates or subsidiaries. Participants in the Program shall not be entitled to participate in any IHG employee benefit plans, including but not limited to, pension, Section 401 (k) profit sharing, retirement, deferred compensation, welfare, insurance (unless required by local applicable law), disability, bonus, vacation pay, sick pay, Paid Time Off (PTO), stock purchase, severance pay and other similar plans, programs and agreements, whether reduces to writing or not.

### 5. TERM & TERMINATION OF AGREEMENT

- 5.1 This MOU shall commence on the effective date set forth in Addendum A and shall terminate upon mutual agreement of both Parties.
- 5.2 Notwithstanding paragraph 5.1, either Party may terminate this MOU and the Program for any reason and without penalty, upon thirty (30) days' written notice to the other Party.
- 5.3 Notwithstanding any other provisions of this MOU, IHG may terminate this MOU and the Program if the Organization does, or omits to do, anything, which in the sole opinion of IHG, brings the name or reputation of IHG, its brands or hotels into disrepute or prejudices the interests of business of the IHG or if the organization does not operate in the spirit of the IHG Academy and according to the roles set out in Addendum A.

### 6. CONFIDENTIALITY

- 6.1 All information disclosed to the Organization, other than that which is in the public domain, will be held confidentially and used only for the purposes expressed in this MOU. Such information shall not be revealed to third parties without the prior written consent of IHG.
- 6.2 Except as otherwise agreed to in writing, any correspondence, transaction and/or any dealing with regards to the subject matter of this MOU shall be made and kept strictly confidential between the Parties.

### 7. STATUS

Nothing in this MOU is intended to, or shall be deemed to make, or constitute, either Party as partner, agent or joint venture of the other, or entitle or authorize either Party to pledge the credit of the other and neither will have the power to obligate the other or enter into any commitments for or on behalf of the other.



  
Fr. Dr. PAULACHAN K.J.  
Principal

**8. NOTICE**

Any notice required by this MOU shall be deemed to have been properly given when sent by post or e-mail to the following:

To IHG (select the address for the corresponding region in which the Program is located):

**InterContinental Dubai Marina**  
King Salman Bin Abdul Aziz Al Saud St.  
Dubai Marina  
PO Box 393080

To Organization: As set forth in Addendum A

Each party agrees to provide a written notice to the other party of any change of address.

**9. MISCELLANEOUS**

- 9.1 This contract shall be governed by and construed according to the laws of the locality in which the IHG office listed in Section 9 above is located.
- 9.2 This MOU contains the entire agreement between the parties, and there are no other representations, inducements, promises, agreements, arrangements, or undertakings, oral or written between the parties other than those set forth herein. Any modifications of this MOU shall not be binding upon either party hereto unless and until the same have been made in writing and executed by all the parties hereto.
- 9.3 This MOU shall bind and inure to the benefit of the parties and their successors and assigns.
- 9.4 In the event a court of competent jurisdiction declares any provision of this MOU to be unenforceable, all remaining provisions of the MOU shall remain in full force and effect.
- 9.5 Execution of this MOU shall be deemed as binding through a manually signed document.
- 9.6 This MOU may be executed in any number of counterparts, each of which shall be deemed an original for all purposes, which together shall constitute the MOU.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed.

**Naipunnya Institute of Management and  
Information Technology (NIMIT)**

Signature: \_\_\_\_\_

Name

**Fr. Dr. PAULACHAN K.J.  
Principal**



30.8.2019

**InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC**

Signature: \_\_\_\_\_

Manohar Roach

Director of Human Resources

Date: \_\_\_\_\_

## ADDENDUM A

The Program set forth in the Addendum A shall be created by IHG and the Organization subject to the terms and conditions of the MOU by and between IHG and Organization.

### 1. Entities

- a. "IHG" shall mean: InterContinental Hotels, InterContinental Hotel and Hotel Apartments Dubai Marina LLC.
- b. "Organization" shall mean Naipunnya Institute of Management and Information Technology (NIMIT), an educational institution organized under the laws of the Republic of India.

### 2. Effective Date

The effective date of MOU shall be September 1<sup>st</sup>, 2019.

### 3. Roles & Responsibilities of IHG

The roles and responsibilities of IHG with regards to the Program as follows:

- a. Provide members of the local community the opportunity to develop skills and improve their employment prospects in connection with one of the world's most global hotel companies.
- b. Provide an internship, traineeship or work experience or job-shadowing placement, giving participants skills and real experience of working in a hotel or corporate office.
- c. Provide performance feedback and a recruitment discussion, giving participants an opportunity to experience the job interview process, and improving their chances of finding a job at the hotel.
- d. Enter up to date information on the number of participants into the IHG Academy.com website so that IHG can track the number of Participants for internal and external reporting purposes.

### 4. Responsibilities of the Organization

The roles and responsibilities of the Organization with regards to the Program as follows:

- a. Identify participants for the IHG Academy program.
- b. Provide to IHG a summary of the Organization's selection and screening process for participants in the Program.
- c. Identify positive opportunities to speak externally about the IHG Academy program and provide case studies where possible.
- d. Upon request by IHG, complete a self-assessment survey of the Program and provide such reasonable supportive documentation as IHG may request.

### 5. Costs

IHG and the Organization agree that each Party shall bear its own costs relating to the Program and the delivery of the responsibilities identified in this Addendum A.



*Paulachan K.J.*

Fr. Dr. PAULACHAN K.J.

6. Notice to Organization

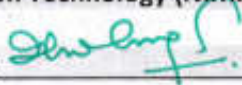
Notice to the Organization shall be sent to the contact information below and notwithstanding Section 8 of the MOU electronic mail to the Organization shall be deemed effective delivery:

Naipunnya Institute of Management and  
Information Technology (NIMIT)  
Pongam, Koratty, Thrissur  
Kerala, 680308 INDIA

EMAIL: placements@naipunnya.ac.in  
ATTENTION: DIRECTOR NAME

Naipunnya Institute of Management and  
Information Technology (NIMIT)

Signature: \_\_\_\_\_



**Fr. Dr. PAULACHAN K.J.**  
Principal



30.8.2019

InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC

Signature: \_\_\_\_\_

Manohar Roach

Director of Human Resources

Date: \_\_\_\_\_



**PARTNERSHIP AGREEMENT**  
Memorandum of Understanding

InterContinental Hotel & Hotel Apartments Dubai Marina LLC and Naipunnya Institute of Management and Information Technology (NIMIT) share a common understanding, commitment and vision to enrich and engage with the local, regional and the global community at large. Both appreciate the need for partnership and collaboration in order to understand and absorb the international dimensions in an industry setting as well as trends in the higher education sector, especially in the domain of Hospitality and related areas.

For this purpose, the two intend to work continuously in partnership in the following areas:

1. Explore work placement opportunities for students from Naipunnya Institute of Management and Information Technology (NIMIT) in the broad field of hospitality and related areas.
2. Support students from Naipunnya Institute of Management and Information Technology (NIMIT) through real time training in InterContinental Hotel & Hotel Apartments Dubai Marina LLC.
3. Provide career options to students from Naipunnya Institute of Management and Information Technology (NIMIT), who meet the aspirations of the hospitality sector.
4. Collaborate in all areas that enhance student experience and increase their readiness from an industry perspective.
5. Share resources at InterContinental Hotel & Hotel Apartments Dubai Marina LLC for practical training and support to students from Naipunnya Institute of Management and Information Technology (NIMIT), as may be required.

This Partnership Agreement establishes the commitment of both Naipunnya Institute of Management and Information Technology (NIMIT) and the InterContinental Hotel and Hotel Apartments to develop a long & fruitful relationship between the industry and the school. It is therefore understood and agreed that neither institution wishes to be legally bound by the Partnership Agreement but may enter into formal arrangements in the future.

The Partnership Agreement implies no financial obligation on either institution.

\_\_\_\_\_  
Antje Sahling  
General Manager  
InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC

\_\_\_\_\_  
Manohar Roach  
Director of Human Resources  
InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC



*Paulachan*  
\_\_\_\_\_  
Name **Fr. Dr. PAULACHAN K.J.**  
Title **Principal**  
Naipunnya Institute of Management and  
Information Technology (NIMIT)

*Wilson P.P.*  
\_\_\_\_\_  
Name **Wilson P.P.**  
Title **Placement manager**  
Naipunnya Institute of Management and  
Information Technology (NIMIT)



## IHG ACADEMY MEMORANDUM OF UNDERSTANDING

This IHG Academy Memorandum of Understanding ("MOU") is made by and between IHG and the Organization, as defined respectively in Addendum A hereto, effective as of the date set forth in Addendum A hereto.

WHEREAS, IHG has created a program known as the "IHG Academy", which is developed and operated in collaboration with educational and/or community institutions around the world, the purpose of which is to provide individuals with skills development and opportunities to gain work experience at hotels owned or operated by IHG or its affiliates; and

WHEREAS, the purpose of this MOU is to formalize the collaboration between IHG and the Organization in the development and delivery of the program;

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants and promises set forth herein, and other good and valuable consideration, the parties agree as follows:

### 1. PURPOSE AND OBJECTIVES

The Parties agree that the purpose of the collaboration is to establish the Program with the following objectives:

- 1.1 To introduce and familiarize individuals participating in the Program ("participants") with the hospitality industry.
- 1.2 To create a potential placement pipeline for potential recruits for IHG or its franchised hotels.
- 1.3 To enhance community relationships and generate positive publicity for the Hotel, Organization, and IHG.

### 2. PRINCIPLES OF COLLABORATION

The Parties agree to adopt the following principles in relation to the Program:

- 2.1 The collaboration shall remain flexible so that while the Parties shall act jointly to promote and/or offer the Program, each Party retains the right to act independently of the other.
- 2.2 Each Party shall establish and adhere to the terms and conditions set forth in this MOU to ensure that the Program is delivered as required.
- 2.3 The collaboration will be characterized by open communication between the parties. The parties agree to share information, experience, materials and skills to learn from each other and develop effective working practices.
- 2.4 Nothing in this MOU shall operate to prevent each Party, either alone or with others, from offering other educational programs and services.
- 2.5 The Parties will operate in good faith to support the achievement of the objectives of the Program.
- 2.6 The Parties will cooperate in good faith to ensure the Program does not violate either party's internal procedures and regulations or any applicable laws.



Fr. Dr. PAULACHAN K.J.  
Principal

**3. ROLES AND RESPONSIBILITIES**

The roles and responsibilities of the Organization and IHG are defined in Addendum A hereto.

**4. EMPLOYMENT STATUS**

The Parties acknowledge and agree that a Participant's participation in the Program, including any internship, traineeship or work experience or work shadow placement with IHG or at a hotel branded or managed by IHG, does not create an employer/employee relationship between the Participant and IHG or any of its affiliates or subsidiaries. Participants in the Program shall not be entitled to participate in any IHG employee benefit plans, including but not limited to, pension, Section 401 (k) profit sharing, retirement, deferred compensation, welfare, insurance (unless required by local applicable law), disability, bonus, vacation pay, sick pay, Paid Time Off (PTO), stock purchase, severance pay and other similar plans, programs and agreements, whether reduces to writing or not.

**5. TERM & TERMINATION OF AGREEMENT**

5.1 This MOU shall commence on the effective date set forth in Addendum A and shall terminate upon mutual agreement of both Parties.

5.2 Notwithstanding paragraph 5.1, either Party may terminate this MOU and the Program for any reason and without penalty, upon thirty (30) days' written notice to the other Party.

5.3 Notwithstanding any other provisions of this MOU, IHG may terminate this MOU and the Program if the Organization does, or omits to do, anything, which in the sole opinion of IHG, brings the name or reputation of IHG, its brands or hotels into disrepute or prejudices the interests of business of the IHG or if the organization does not operate in the spirit of the IHG Academy and according to the roles set out in Addendum A.

**6. CONFIDENTIALITY**

6.1 All information disclosed to the Organization, other than that which is in the public domain, will be held confidentially and used only for the purposes expressed in this MOU. Such information shall not be revealed to third parties without the prior written consent of IHG.

6.2 Except as otherwise agreed to in writing, any correspondence, transaction and/or any dealing with regards to the subject matter of this MOU shall be made and kept strictly confidential between the Parties.

**7. STATUS**

Nothing in this MOU is intended to, or shall be deemed to make, or constitute, either Party as partner, agent or joint venture of the other, or entitle or authorize either Party to pledge the credit of the other and neither will have the power to obligate the other or enter into any commitments for or on behalf of the other.



*Paulachan K. J.*  
Fr. Dr. PAULACHAN K. J.  
Principal

A large, stylized handwritten signature in blue ink, located in the bottom right corner of the page.

**8. NOTICE**

Any notice required by this MOU shall be deemed to have been properly given when sent by post or e-mail to the following:

To IHG (select the address for the corresponding region in which the Program is located):

InterContinental Dubai Marina  
King Salman Bin Abdul Aziz Al Saud St.  
Dubai Marina  
PO Box 393080

To Organization: As set forth in Addendum A

Each party agrees to provide a written notice to the other party of any change of address.

**9. MISCELLANEOUS**

- 9.1 This contract shall be governed by and construed according to the laws of the locality in which the IHG office listed in Section 9 above is located.
- 9.2 This MOU contains the entire agreement between the parties, and there are no other representations, inducements, promises, agreements, arrangements, or undertakings, oral or written between the parties other than those set forth herein. Any modifications of this MOU shall not be binding upon either party hereto unless and until the same have been made in writing and executed by all the parties hereto.
- 9.3 This MOU shall bind and inure to the benefit of the parties and their successors and assigns.
- 9.4 In the event a court of competent jurisdiction declares any provision of this MOU to be unenforceable, all remaining provisions of the MOU shall remain in full force and effect.
- 9.5 Execution of this MOU shall be deemed as binding through a manually signed document.
- 9.6 This MOU may be executed in any number of counterparts, each of which shall be deemed an original for all purposes, which together shall constitute the MOU.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed.

Naipunya Institute of Management and  
Information Technology (NIMIT)

Signature: 

Name: **Fr. Dr. PAULACHAN K.J.**  
Principal



30.8.2019

InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC

Signature: 

Manohar Roach  
Director of Human Resources

Date: 1-9-2019

## ADDENDUM A

The Program set forth in the Addendum A shall be created by IHG and the Organization subject to the terms and conditions of the MOU by and between IHG and Organization.

### **1. Entities**

- a. "IHG" shall mean: InterContinental Hotels, InterContinental Hotel and Hotel Apartments Dubai Marina LLC.
- b. "Organization" shall mean Naipunnaya Institute of Management and Information Technology (NIMIT), an educational institution organized under the laws of the Republic of India.

### **2. Effective Date**

The effective date of MOU shall be September 1<sup>st</sup>, 2019.

### **3. Roles & Responsibilities of IHG**

The roles and responsibilities of IHG with regards to the Program as follows:

- a. Provide members of the local community the opportunity to develop skills and improve their employment prospects in connection with one of the world's most global hotel companies.
- b. Provide an internship, traineeship or work experience or job-shadowing placement, giving participants skills and real experience of working in a hotel or corporate office.
- c. Provide performance feedback and a recruitment discussion, giving participants an opportunity to experience the job interview process, and improving their chances of finding a job at the hotel.
- d. Enter up to date information on the number of participants into the IHG Academy.com website so that IHG can track the number of Participants for internal and external reporting purposes.

### **4. Responsibilities of the Organization**

The roles and responsibilities of the Organization with regards to the Program as follows:

- a. Identify participants for the IHG Academy program.
- b. Provide to IHG a summary of the Organization's selection and screening process for participants in the Program.
- c. Identify positive opportunities to speak externally about the IHG Academy program and provide case studies where possible.
- d. Upon request by IHG, complete a self-assessment survey of the Program and provide such reasonable supportive documentation as IHG may request.

### **5. Costs**

IHG and the Organization agree that each Party shall bear its own costs relating to the Program and the delivery of the responsibilities identified in this Addendum A.



*Paulachan K.J.*  
Fr. Dr. PAULACHAN K. J.  
Principal

6. Notice to Organization

Notice to the Organization shall be sent to the contact information below and notwithstanding Section 8 of the MOU electronic mail to the Organization shall be deemed effective delivery:

Naipunnya Institute of Management and  
Information Technology (NIMIT)  
Pongam, Koratty, Thrissur  
Kerala, 680308 INDIA

EMAIL: placements@naipunnya.ac.in  
ATTENTION: DIRECTOR NAME

Naipunnya Institute of Management and  
Information Technology (NIMIT)

Signature: \_\_\_\_\_

Fr. Dr. PAULACHAN K.J.  
Principal



30.8.2019

InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC

Signature: \_\_\_\_\_

Manohar Roach

Director of Human Resources

Date: 1-9-2019

**PARTNERSHIP AGREEMENT**  
Memorandum of Understanding

InterContinental Hotel & Hotel Apartments Dubai Marina LLC and Naipunnya Institute of Management and Information Technology (NIMIT) share a common understanding, commitment and vision to enrich and engage with the local, regional and the global community at large. Both appreciate the need for partnership and collaboration in order to understand and absorb the international dimensions in an industry setting as well as trends in the higher education sector, especially in the domain of Hospitality and related areas.

For this purpose, the two intend to work continuously in partnership in the following areas:

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2. Support students from Naipunnya Institute of Management and Information Technology (NIMIT) through real time training in InterContinental Hotel & Hotel Apartments Dubai Marina LLC.
3. Provide career options to students from Naipunnya Institute of Management and Information Technology (NIMIT), who meet the aspirations of the hospitality sector.
4. Collaborate in all areas that enhance student experience and increase their readiness from an industry perspective.
5. Share resources at InterContinental Hotel & Hotel Apartments Dubai Marina LLC for practical training and support to students from Naipunnya Institute of Management and Information Technology (NIMIT), as may be required.

This Partnership Agreement establishes the commitment of both Naipunnya Institute of Management and Information Technology (NIMIT) and the InterContinental Hotel and Hotel Apartments to develop a long & fruitful relationship between the industry and the school. It is therefore understood and agreed that neither institution wishes to be legally bound by the Partnership Agreement but may enter into formal arrangements in the future.

The Partnership Agreement implies no financial obligation on either institution.

Antje Sahling  
General Manager  
InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC

Manohar Roach  
Director of Human Resources  
InterContinental Hotel & Hotel  
Apartments Dubai Marina LLC



*Shahid*  
Name **Fr. Dr. PAULACHAN K.J.**  
Title **Principal**  
Naipunnya Institute of Management and  
Information Technology (NIMIT)

*Wilson P P*  
Name **Wilson P P**  
Title **Placement manager**  
Naipunnya Institute of Management and  
Information Technology (NIMIT)



## Memorandum of Understanding

Between

FOOD, HEALTH AND ENVIRONMENT MANAGEMENT SOLUTIONS, INDIA

&

DEPARTMENT OF HOTEL MANAGEMENT

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY

PONGAM; KORATTY; TRISSUR (DT.)

This Memorandum of Understanding (MoU) is entered in **12<sup>th</sup> day of 2020** between Food, Health and Environment Management Solutions, India represented by Mr. James Mathai of the ONE PART.

AND

Dept. of Hotel Management, Naipunnya College; Pongam ;Koratty , Thrissur (DT) 680308, an Arts and Science College in the unaided sector owned and managed by the Archdiocese of Angamaly Ernakulam and affiliated to University of Calicut represented by Rev. Fr. Saje Peter Principal of Naipunnya College;Pongam of the OTHER PART.

Whereas, Food, Health and Environment Management Solutions, India and Department of Hotel Management, Naipunnya College, Pongam shall be hereafter jointly referred to as the "parties" and singularly as a "Party".

The Parties has decided to agree to establish academic collaboration in the areas of mutual interest and in accordance with the terms and conditions set forth in this MOU, agree on the following activities.

1. The Food, Health and Environment Management Solutions, India in association with Department of Hotel Management will provide seminars and workshops by Highfield Awarding Body for Compliance (HABC, UK) on Food safety for the hospitality students in the department of Hotel Management at Naipunnya, Pongam on annual basis.
2. The Food, Health and Environment Management Solutions, India will provide annual training for the Hotel Management students and staff to get hands on experience of latest changes by conducting HABC-UK and CIEH - food safety awareness programme.
3. The Food, Health and Environment Management Solutions, India will provide course certificates of HABC-UK or CIEH to staff and students on due completion of the course.

4. The course fee of Rs.3000 per student will be paid to The Food, Health and Environment Management Solutions, India.
5. The department will provide Audio-visual classrooms to the trainer and other basic facilities for conducting workshop and examination.
6. The Food, Health and Environment Management Solutions, India agrees that as and when required the department executives will come to the department of Hotel Management, Naipunnya College, Pongam for the interactive sessions.

The MOU will take effect from the date it is signed by the representatives of the parties and it will remain valid for five years and may be continued thereafter with suitable review and arrangement. Either party may terminate the MOU by giving written notice to the other party six months in advance. Once terminated, neither, The Food, Health and Environment Management Solutions, India nor Dept. of Hotel Management, Naipunnya College, Pongam will be responsible for any losses, financial or otherwise, with the other party may suffer. However both parties of this MOU will ensure that all activities in progress are allowed to be completed successful.

This MOU is signed subject to approval of the respective academic/administrative bodies.

On behalf of

Signed By:



Name: Mr. James Mathai  
Director- The Food, Health and Environment  
Management Solutions, India

Signed By:



Fr. Dr. Paulachan K J  
Exe. Director and Principal  
Naipunnya College; Pongam

**Fr. Dr. PAULACHAN K.J.**  
Principal

**Naipunnya Institute of Management  
& Information Technology**  
Pongam, Koratty East -680 308

Place: Pongam

Date:





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BY 537872

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding entered into on 1<sup>st</sup> June 2020 between Department of Hotel Management, Naipunya Institute of Management and Information Technology Koratty, Thrissur and Department of Chemistry, Morning Star Home Science College, Angamaly which are institutions imparting and offering educational courses hereinafter have intended, agreed and consented to the following terms and deeds in pursuance of a common intent to promote and strengthen the integral development of students

OR

Make provisions for research and for the advancement and dissemination of knowledge especially in the area of food chemistry.

OR

To organize and to undertake extension activities

**1. FIELD OF CO-OPERATION:**

- a. Both the institutions shall evolve a mutually acceptable schedule to develop programs on Food processing, hold seminars and exchange visits.
- b. The said academic interaction and intellectual assimilation may include:
  - i. Sharing of instrumental facilities.
  - ii. Faculty/Staff development and exchange.
  - iii. Seminars, research, conferences and workshops
  - iv. Collaborations in the sharing of academic data, scientific information, intellectual property articles and publications
  - v. Advice placements and execute training;

*S. Boby*  
Principal in Charge  
Morning Star H.S. Co  
Angamaly South-68



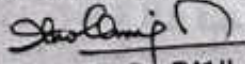
**2. MISCELLANEOUS:**

- a. The details for the efficacious implementation of this Memorandum of Understanding shall be jointly worked out on mutually acceptable terms within the parameters of the policies, rules and regulations of both the institutions.
- b. The parties to this memorandum may by mutual consent, add, modify, amend, delete, review or revise any term(s) and condition(s) of this agreement.
- c. The MOU shall remain in force for a period of 4 years from the date of its signature and seal, and may be terminated by either side by giving a six months' notice to that effect in writing.

Signed on this the day of

26th June 2020

Authorized signatory on behalf of Department of Hotel Management, Naipunnya Institute of Management and Information Technology Koratty.

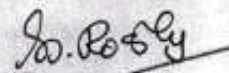
Signature:   
F. DR. PAULACHAN K.J.  
Principal  
Naipunnya Institute of Management  
& Information Technology  
Pongam, Koratty East.-680 308



Authorized signatory on behalf of Department of Chemistry, Morning Star Home Science College, Angamaly.

Signature:

Date: 26-06-2020

  
Dr. Rosily A.V.  
Principal in Charge  
Morning Star H.S. College  
Angamaly South-683573



Witnesses:

- 1. Dr. Metilda Thomas
- 2. Dr. Navya Antony Na



**DEPARTMENT OF HOTEL MANAGEMENT**

LETTER OF LINKAGE

Between

Department of Hotel Management  
Naipunnya Institute of Management and Information Technology  
Pongam, Koratty East, Thrissur – 680308 - Kerala, India

And

Department of Home Science  
Morning Star Home Science College,  
Angamaly South – 683573, Ernakulum


The Department of Hotel Management at Naipunnya Institute of Management and Information Technology, Pongam, Koratty East, Thrissur – 680308 - Kerala, India and Department of Home Science, Morning Star Home Science College, Angamaly South – 683573 establish this Letter of linkage to foster cooperation in education and recruitment.

1. Both parties agree to encourage the following activities, in particular to promote academic cooperation:
  - a) Exchange of materials in education, publications, and academic information;
  - b) Exchange of faculties
  - c) Exchange of students;
  - d) Other technical assistances

Both parties shall discuss the problems involved to the satisfaction of each party and enter into specific activity agreements based on the mutually agreed objectives and outcomes of the relationship.

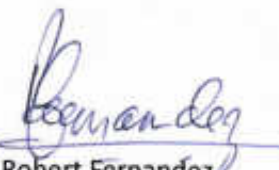
2. This Letter of Linkage shall be applicable to educational activities, attached to each party.
3. This Letter of Linkage constitutes the entire agreement between the parties, and all prior discussions, agreements, and understandings, whether verbal or in writing, are merged in this agreement.

4. This Letter of Linkage is not considered to be a contract creating legal and financial relationships between the parties. Rather, it is designed to facilitate and develop a genuine and mutually beneficial exchange process/academic relationship, and so forth.
5. This Letter of Linkage shall become effective as of the date of signatures of both parties. It may be amended by the written consent of the parties.
6. This Letter of Linkage should be reviewed every year to evaluate the progress and the quality of the mutual cooperation. It may be extended for additional five year periods upon the written consent of both parties. If the Letter of Linkage is not renewed by mutual consent, then it will conclude at the end of the specified time period, or after activities in progress have concluded.
7. This Letter of Linkage may be terminated by either party with a minimum of 120 days written notice. Activities in progress at the time of termination shall be permitted to conclude as planned unless otherwise agreed.
8. Both institutions subscribe to a policy of equal opportunity and will not discriminate on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, disability, or veteran status.
9. Each party shall designate a person or office to serve as liaison for implementing this Letter of Linkage. For Department of Home Science, Morning Star College, Angamaly South, Ernakulam the contact person will be **Dr. Lizmitha Godwin**. For Department of Hotel Management, Naipunnaya Institute of Management Studies, Thrissur, the contact person will be **Ms. Sonia Thomas**, Associate Professor, Department of Hotel Management.
10. This Letter of Linkage is written in English.

  
Dr. Lizmitha Godwin  
Signing for  
Department of Home Science  
Morning Star College,  
Angamaly South, Ernakulam - 683573

20<sup>th</sup> October, 2020  
Date of Signature



  
Robert Fernandez  
Head of the Department  
Signing for  
Department of Hotel Management  
Naipunnaya Institute of Management and Information  
Technology, Trissur- 680308

20<sup>th</sup> October, 2020  
Date of Signature





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CT 166302

**MEMORANDUM OF UNDERSTANDING (MoU)**

**For Faculty/ Student exchange Programme**

Morning Star Home Science College, Angamaly South, Ernakulam District, Kerala State

And

Naipunnya Institute of Information and Technology, Pongam, Koratty

Dated: 17<sup>th</sup> November 2020.

Morning Star Home Science College, Angamaly South, Ernakulam District, Kerala, and Naipunnya Institute of Information and Technology, Pongam, Koratty believe that the academic development of our students who undergo BSc. programme in Family and Community Science and Bachelors programme in Hotel Management, can be enriched through mutual understanding and recognize the benefits for both the organizations. We share the common vision of empowering the students by imparting academic relevant skill sets and increasing their employability.

NO 48104 DATE 19.11.2020  
TO BE LINKED WITH SL NO. .... TO

*So Sothy*

*Paulachan*

Fr. Dr. PAULACHAN K.J.  
Principal

*[Signature]*  
M.N. ANANDAVALLY  
DISTRICT COURT VENDOR  
ERNAKULAM

*Principal.*  
*Morning Star Home Science*  
*College - Angamally*

ERNAKULAM DISTRICTS AND DEPT.  
17 NOV 2020  
ERNAKULAM

The MoU as outlined in this document is meant to describe the nature and the co-operative intension of both the organizations and to suggest guidelines for co-operation. Nothing shall diminish the full authority of either institution, nor may any constraints be imposed by either upon the other.

The MoU shall remain in force for a period of two years from the date of last signature and will be renewed automatically for periods of the same duration unless it is revoked with the understanding that it may be terminated by the appropriate authorities of either party giving 2 months' notice to the other party in writing, unless an earlier termination date is mutually agreed upon. The MoU may be amended or extended by mutual written consent of the two parties.

Morning Star Home Science College, Angamaly South, Ernakulam District, Kerala And Naipunnya Institute of Information and Technology, Pongam, Koratty wishing to establish relations, here by agree to cooperate with each other in areas of mutual interest as follows.

1. Ensuring the supply of service of faculties and students to other institution without interfering their academics.
2. To arrange available infrastructure at existing premises to other institution for carry out their training batches thus enabling to utilize the existing infrastructure and other facilities present in the said premises.
3. To assist for promotional support so as to publicize the skill development initiatives of students.

#### Duration and terms of MoU

1. This MoU shall be valid for two (2) years from the date of its entering into and may be mutually extended from time to time in writing by the parties.
2. This MoU is a document of good faith of both parties.

#### Changes or Amendments

Changes can be made with the duly signed written consent of both the parties.

*Dr. Rasily A.V.*  
Principal  
Morning Star H.S. College



*Fr. Dr. Paulachan K.J.*  
Principal





**Termination**

The parties can terminate this MoU after serving two months prior notice in writing.

IN WITNESS WHEREOF all the parties here to set their hands and signed the MoU on the

17<sup>th</sup> day of November 2020

*Dr. Se. Rosily A.V*  
*Dr. Se. Rosily A.V*

Principal  
Morning Star Home Science College ,

Angamaly

Emakulam District,

Kerala



Witnesses:

Dr. Lizmitha Godwin

Dr. Gisha M Joseph

*Lizmitha Godwin*  
*Gisha M Joseph*

Principal

Naipunya Institute of Information Technology,

Pongam, Koratty

Thrissur District

Kerala



*Fr. Dr. Paulachan K. J*  
*Fr. Dr. Paulachan K. J*



കേരളം KERALA

Memorandum of Understanding

CY 571370

Between

**B.Voc. Culinary Arts and Hospitality Management, St. Xavier's  
College for Women, Aluva**

And

**Naipunnya Institute of Management and Information  
Technology-[NIMIT], Thrissur**

This MoU is designed to foster a creative relationship through mutual cooperation between **B.Voc. Culinary Arts and Hospitality Management, St. Xavier's College for Women, Aluva and Department of Hotel Management, Naipunnya Institute of Management and Information Technology-[NIMIT], Thrissur.**

Both parties agree to exchange their best services and efforts in order to develop the following forms of cooperation:

- Establish ties of friendship and cooperation.
- Promote mutual understanding, academic collaboration and Personnel exchange, facilities.
- Participation in seminars, workshops and Cultural festivals.
- As a facilitator for internship and placement.

1372 19/11/2021 100  
No. Date Rs.

Principal St. Xavier's College for  
Women Aluva

linked with No. from





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CY 571371

The terms of such mutual assistance for any specific program and activity shall be mutually discussed and agreed upon in writing by both parties prior to the initiation of a particular program.

No amendment, consent, or waiver of terms of this MoU shall bind either party unless in writing and signed by all parties. Any such amendment, consent, or waiver shall be effective only in the specific instance and for the specified purpose given. This MOU does not include the exchange of funds or any financial assistance between the two parties.

This MoU shall commence on the date of latest signature and be in effect for 3 years, at which time it shall be reviewed for possible extension. Either party may terminate this MoU by written notification signed by the appropriate official of the institution initiating the notice. However, such notification must be received by the other party at least six months prior to the effective date of termination.

*Uthahin*

Principal,

St. Xavier's College for Women,  
Aluva PRINCIPAL  
ST. XAVIER'S COLLEGE FOR WOMEN  
ALUVA-683 101, KERALA

*Paulachan*

Principal

Naipunnya Institute of  
Management and Information  
technology, Thrissur

Fr. Dr. PAULACHAN K.J.  
Principal



No. 13223 Date 19/11/2021 Rs. 100

Principal St Xavier's college for  
Women Aluva

linked with No. from.....





5. Collaborative research
6. Consultancy development
7. Collaborative Faculty Development Programmes
8. Curriculum development
9. Innovative teaching practice
10. Joined extension activities
11. Inter institutional certificate courses

## 2. General Terms of MOU

**2.1 Duration of MOU:** This MOU shall be operational upon signing and will have an initial duration of Three years. All activities conducted before this date within the vision of the joint collaboration will be deemed to fall under this MOU.

**2.2 Coordination:** In order to carry out and fulfill the aims of this agreement, each party will appoint an appropriate person(s) to represent its organization and to coordinate the implementation of activities.

**2.3 Financial implications:** There is no financial cost involved in this MoU from both the parties

**2.4 Confidentiality:** Each party agrees that it shall not, at any time, after executing the activities of this MOU, disclose any information in relation to these activities.

**2.5 Termination of MOU:** The partnership covered by this MOU shall terminate upon completion of the agreed upon period. The agreement may also be terminated with a written one month notice from either side. In the event of non-compliance or breach by one of the parties of the obligations binding upon it, the other party may terminate the agreement with immediate effect.

**2.6 Extension of Agreement:** The MOU may be extended provided the parties agree upon, and can provide the necessary resources.

**2.7 Communications:** All notice, demands and other communication under this agreement in connection herewith shall be sent to the last known address, e-mail, or fax of the concerned party. Any notice shall be effective from the date on which it reaches the other party.

**2.8 use of name and Logo:** both parties will use the name or logo of the other party for publicity, advertising, or news release only after written approval of an authorized representative of the other party.



2.9 Addendum: Any Addendum to this MOU shall be in writing and signed by both parties.

Both parties assume that this agreement does not go against the rules and regulations of the Government policies.

The terms and provisions in this MOU also apply to any subsequent Addendum to this agreement.

IN WITNESS WHEREOF, the parties hereto have executed this MOU on the 8<sup>th</sup> day of October, 2021.

  
Principal 08-10-2021

St. Thomas College (Autonomous)

Thrissur, Kerala

Principal

St. Thomas College (Autonomous)

Thrissur - 680 001

Witness 1:

Ajesh Antony

  
8/10/2021

Assistant Professor  
Dept. of Commerce

St. Thomas College Thrissur



Principal



Fr. Dr. PAULACHAN K.J.  
Principal

Naipunnya Institute of Management and

Information Technology, Koratty, Thrissur



Witness 2: John Kizhakudem  
Asso. Professor  
Hm, dept.  
Nimit, Pongam



## Memorandum of Understanding (MoU)

Between

**Naipunnya Institute of Management and Information Technology,**

Pongam, Kerala, India – 680 308

and

**Holy Cross Institute of Management and Technology,**

Eranhipalam P. O, Calicut, Kerala, India – 673 006

Naipunnya Institute of Management and Information Technology, Pongam, Koratty East, Thrissur-680308, Kerala, India as First party and Holy Cross Institute of Management and Technology, Eranhipalam P. O, Calicut – 673 006, Kerala, India as Second party, wish to establish relations between the two institutions, agreeing to cooperate with each other as follows. Subject to mutual consent, the areas of cooperation will include any programme offered at either institution as thought desirable and feasible on either side and that both sides will contribute to the fostering and development of the cooperative relationship between the two institutions. Cooperation shall be carried out through such activities as:

- a. Exchange of Faculty
- b. Exchange of students
- c. Joint research activities and publications

The terms of cooperation for each specific activity implemented under this MoU for cooperation shall be mutually discussed and agreed upon in writing by both institutions prior to the initiation of that activity.

The two institutions hereby agree on the following terms to establish the joint collaborative activities.

1. Before the collaborative activities are implemented, both parties shall discuss the problems involved to the satisfaction of each party and enter into specific activity agreement based on the mutually agreed objectives and outcomes of the relationship.
2. This MoU shall become effective as of the date of signatures of both parties.

3. The MoU shall be applicable for one year from the date of agreement.
4. This MoU constitutes the entire agreement between the parties.
5. The MoU shall be applicable to educational activities and institutional growth and development connected to each party.
6. This MoU is not considered to be a contract creating legal and financial relationships between the parties. Rather, it is designed to facilitate and develop a genuine and mutually beneficial exchange process/academic relationship, and so forth.
7. This MoU should be reviewed every one year to evaluate the progress and the quality of the mutual cooperation. It may be renewed for further one year periods upon consent of both parties.
8. This MoU may be terminated by either party with a minimum of 90 days written notice. Activities in progress at the time of termination shall be permitted to conclude as planned, unless otherwise agreed.
9. Both institutions subscribe to a policy of equal opportunity and will not discriminate on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, disability or veteran status.
10. Each party shall designate a person of office to serve as liaison for implementing this MoU.

Signed for



Naipunnya Institute of Management and  
Information Technology, Pongam

Principal

Naipunnya Institute of Management  
and Information Technology  
Pongam, Koratty East, Thrussur,  
Kerala, Pin : 680308

1<sup>st</sup> January 2022

Date of Signature



Signed for



Holy Cross Cross Institute  
of Management and ~~Technology~~ <sup>Principal</sup>

Principal

Holy Cross Cross Institute  
of Management and Technology,  
Eranielapalam P. O., Calicut,  
Kerala, Pin : 673 006

1<sup>st</sup> January 2022

Date of Signature





**LETTER OF LINKAGE**

**Between**

**Naipunnnya Institute of Management and Information Technology  
Pongam, Koratty East, Thrissur – 680308 - Kerala, India**

**And**

**AMAL COLLEGE OF ADVANCED STUDIES  
Santhigramam, Myaldi, Eranhimangad (PO), Nilambur, Malappuram**

The Department of Hotel Management at Naipunnnya Institute of Management and Information Technology, Pongam, Koratty East, Thrissur – 680308 - Kerala, India and the Department of Tourism and Hotel Management at Amal College of Advanced Studies, Myladi, Nilambur establish this Letter of linkage to foster cooperation in education and recruitment.

1. Both parties agree to encourage the following activities, in particular to promote academic cooperation:
  - a) Exchange of materials in education, publications, and academic information;
  - b) Exchange of faculties
  - c) Exchange of students;
  - d) Other technical assistances

Before these activities can be implemented, both parties shall discuss the problems involved to the satisfaction of each party and enter into specific activity agreements based on the mutually agreed objectives and outcomes of the relationship.

2. This Letter of Linkage shall be applicable to educational activities, attached to each party.
3. This Letter of Linkage constitutes the entire agreement between the parties, and all prior discussions, agreements, and understandings, whether verbal or in writing, are merged in this agreement.
4. This Letter of Linkage is not considered to be a contract creating legal and financial relationships between the parties. Rather, it is designed to facilitate and develop a genuine and mutually beneficial exchange process/academic relationship, and so forth.


5. This Letter of Linkage shall become effective as of the date of signatures of both parties. It may be amended by the written consent of the parties.
6. This Letter of Linkage should be reviewed **every year** to evaluate the progress and the quality of the mutual cooperation. It may be extended upon the written consent of both parties. If the Letter of Linkage is not renewed by mutual consent, then it will conclude at the end of the specified time period, or after activities in progress have concluded.
7. This Letter of Linkage may be terminated by either party with a minimum of 120 days written notice. Activities in progress at the time of termination shall be permitted to conclude as planned unless otherwise agreed.
8. Both institutions subscribe to a policy of equal opportunity and will not discriminate on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, disability, or veteran status.
9. Each party shall designate a person or office to serve as liaison for implementing this Letter of Linkage. For Amal College of Advanced Studies, Santhigramam, Nilambur, the contact person will be Mr Shemeer Babu T, Assistant Professor and Head, Department of Tourism and Hotel Management. For Naipunnya Institute of Management and Information Technology, Pongam, the contact person will be Mr. Robert Fernandez, Associate Professor and Head, Department of Hotel Management.
10. This Letter of Linkage is written in English.

Signing for   
Naipunnya Institute of Management and  
Information Technology

Fr. Dr. Paulachen K J  
Principal & Exe. Director  
Naipunnya Institute of Management and  
Information Technology  
Pongam, Koratty East, Thrissur,  
Pin – 680308, Kerala.

1<sup>st</sup> January 2022  
Date of Signature



Signing for   
Amal College of  
Advanced Studies, Nilambur

Dr Zacaria T V  
Principal  
Amal College of Advanced Studies,  
Santhigramam, Myladi  
Eranimangad, Nilambur  
Malappuram Dt, Pin- 679329, Kerala.

1<sup>st</sup> January 2022  
Date of Signature



Dr. ZACARIA T.V  
Principal  
Amal College of Advanced Studies  
Eranimangad P.O., Nilambur, 679329