

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MoU") is entered into on the 4th day of February 2026, by and between:

WE Hub Foundation, a Section 8 non-profit company under the Government of Telangana with its registered office at Dr. B.R. Ambedkar Open University, Jubilee Hills, Hyderabad, Telangana, Pin code: 500033 India (hereinafter referred to as "WE Hub"),

AND

St. Francis Institute of Management Studies, having its principal office at Uma Nagar, Begumpet, Hyderabad, Telangana 500016 (hereinafter referred to as the "**Partnering College**", which expression shall, unless repugnant to the context, include its successors and permitted assigns)

WE Hub and the Partnering College are hereinafter collectively referred to as the "**Parties**" and individually as a "**Party.**"

1. PURPOSE AND OBJECTIVE

1.1 This MoU establishes a strategic collaboration between WE Hub and the Partnering College under the umbrella initiative titled "**Campus to Career – Student Programs by WE Hub.**"

1.2 The objective of this partnership is to enable students' transition from campus to career by providing structured access to:

- Innovation and entrepreneurship exposure
- Employability and career-readiness programs
- Mentorship and ecosystem engagement
- Real-world learning and industry interface

1.3 The collaboration follows a high-touch, enablement-led model, wherein WE Hub acts as a strategic advisor, ecosystem connector, and resource enabler, rather than as an implementing agency for all programs.

2. SCOPE OF THE CAMPUS TO CAREER FRAMEWORK

2.1 The Campus to Career framework may include, but is not limited to, the following components:

- Access for students to the **WE Enable** Program (minimum participation thresholds as specified in the Annexure)
- Advisory and strategic support for college-led student innovation and entrepreneurship initiatives.
- Access to WE Hub's ecosystem resources including mentors, jury members, speakers, and networks, subject to availability.
- Exposure opportunities through WE Hub-curated visits, workshops, talks, and ecosystem engagements.
- Volunteering opportunities for students at:
 - WE Hub-organised programs and events
 - Select ecosystem events facilitated through WE Hub's network
- Faculty capacity-building and orientation aligned with innovation, entrepreneurship, and ecosystem readiness.
- Discounted access to WE Hub programs, workshops, and events, as applicable.

2.2 Program Ownership Clarification

It is expressly agreed that:

- For now, WE Enable shall be the **only** program under this MoU that is designed, owned, implemented, and executed by WE Hub.
- All other initiatives under the Campus to Career umbrella shall focus on access, exposure, guidance, mentoring, and ecosystem linkage, and shall not constitute direct program execution by WE Hub, however the colleges may consider to co-create new programs with WE Hub (Can be discussed and finalised on the go)

3. WE ENABLE PROGRAM

3.1 The detailed structure, eligibility, cohorts, execution model, mentoring framework, internships, assessments, outcomes, and operational responsibilities of the WE Enable Program shall be governed by Annexure A to this MoU.

3.2 The Parties agree that the Annexure forms an integral part of this MoU and shall be read harmoniously with the main body of this document.

3.3 WE Hub shall run two (2) cohorts of WE Enable per year, subject to student eligibility and institutional participation.

4. ROLES AND RESPONSIBILITIES OF WE HUB

4.1 Core Responsibilities

WE Hub shall:

4.1 Design, implement, and manage the **WE Enable Program** for eligible students, strictly in accordance with **Annexure A**.

4.2 Act as a strategic and advisory partner under the **Campus to Career** framework for non-WE Enable initiatives.

4.3 Coordinate with nominated faculty facilitators from the partnering college for planning, communication, and student engagement.

4.4 Share program schedules, participation guidelines, and engagement timelines in advance.

4.2 Conditional Responsibilities

The following responsibilities shall be applicable **only in cases where the partnering college ensures participation of a minimum of fifty (50) students per cohort** in the WE Enable Program:

4.5 Provide access to **up to two (2) mentors**, curated by WE Hub, to guide student ideas and innovation journeys, as required.

4.6 Facilitate access to jury members, speakers, and ecosystem experts for college-led student initiatives, subject to availability.

4.7 Enable exposure visits to WE Hub for students (up to **one hundred (100) students per annum**, subject to scheduling constraints).

4.8 Conduct **one (1) faculty development and/or orientation session per annum** aligned with innovation, entrepreneurship, and ecosystem readiness.

4.9 Enable volunteering opportunities for students at WE Hub and select ecosystem events.

5. ROLES AND RESPONSIBILITIES OF THE PARTNERING COLLEGE

5.1 Actively promote Campus to Career programs including WE Enable, workshops, events, and volunteering opportunities.

5.2 Ensure participation of a minimum of fifty (50) students per cohort in the WE Enable Program.

5.3 Nominate two (2) faculty facilitators who shall:

- Serve as the primary liaison with WE Hub
- Support student coordination and engagement

5.4 Provide access to institutional infrastructure (seminar halls, auditoriums, classrooms, labs), subject to availability and prior approval.

5.5 Encourage and support student participation in ecosystem engagements and exposure visits.

5.6 Provide academic flexibility and institutional support to participating students, including:

- Attendance flexibility

- Academic approvals
- Internship or live project recognition, where applicable

5.7 Ensure that students are not academically penalized for participation in WE Hub-enabled programs.

6. FINANCIAL TERMS

This MoU represents a non-commercial collaboration between the WE Hub Foundation and the college

6.1 Student Program Fee – WE Enable

- The standard fee for the WE Enable Program is **INR 5,000 (Rupees Five Thousand only) plus applicable taxes** per student.
- As a one-time concessional arrangement for Cohort 1 partner colleges, the program shall be offered at a discounted fee of **INR 3,500 (Rupees Three Thousand Five Hundred only) plus applicable taxes** per student.

6.2 All fees paid under this MoU shall be non-refundable, unless otherwise mutually agreed in writing.

Additional Costs for Extended Activities

Any additional program activities that comes from the HUB which is beyond the agreed scope shall be billed separately based on the requirements and as mutually agreed upon by the Parties.

7. TERM AND TERMINATION

7.1 Term: This Memorandum of Understanding shall come into force on the date of its execution by the Parties and shall remain valid and effective for a period of **twelve (12) months** therefrom, unless terminated earlier in accordance with the provisions of this Clause.

7.2 Termination for Convenience: Either Party may terminate this MoU without assigning any reason by providing the other Party with **thirty (30) days' prior written notice** of its intention to terminate.

7.3 Effect of Termination: Upon termination or expiry of this MoU:

- (a) all ongoing activities under this MoU and any Annexure shall stand discontinued, unless otherwise mutually agreed in writing;
- (b) any rights, obligations, or liabilities accrued prior to the effective date of termination shall survive such termination; and
- (c) all fees paid prior to the date of termination shall remain **non-refundable**, and termination shall not entitle either Party to any refund, compensation, or damages, unless expressly agreed otherwise in writing.

8. CONFIDENTIALITY

8.1 Each Party agrees to maintain strict confidentiality of all confidential or proprietary information, whether oral or written, disclosed by the other Party in connection with this MoU, including but not limited to technical information, business plans, financial information, program designs, student data, and operational details ("**Confidential Information**").

8.2 Confidential Information shall not be disclosed to any third party without the prior written consent of the disclosing Party, except where disclosure is required by applicable law, regulation, or governmental authority.

8.3 The obligations under this Clause shall survive the termination or expiry of this MoU for a period of **three (3) years**.

9. INTELLECTUAL PROPERTY AND BRANDING

9.1 All intellectual property, including but not limited to program content, training materials, frameworks, methodologies, documents, presentations, and other proprietary resources developed or provided by WE Hub in connection with **WE Enable** or any other WE Hub-owned program shall remain the **exclusive property of WE Hub**, unless otherwise expressly agreed in writing.

9.2 Nothing in this MoU shall be construed as granting the Partnering College any ownership rights or licenses in respect of WE Hub's intellectual property, except for a limited, non-exclusive, non-transferable, and revocable right to use such materials solely for the purpose of implementing activities under this MoU.

9.3 Each Party may use the other Party's name, trademarks, and logos solely for program-related communication, publicity, and reporting, subject to prior written approval and in accordance with the branding guidelines of the respective Party.

10. COMPLIANCE AND GOVERNANCE

10.1 The Partnering College represents and warrants that it shall comply with all applicable laws, statutes, rules, and regulations, including but not limited to the **Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, and shall maintain an Internal Complaints Committee as mandated thereunder.

10.2 Both Parties agree to comply with all applicable **anti-bribery, anti-corruption, and ethical conduct laws**, and neither Party shall offer, promise, authorize, or accept any undue advantage in connection with the performance of this MoU.

10.3 Any material breach of this Clause shall be deemed a material breach of this MoU and may result in immediate termination by the non-breaching Party.

11. FORCE MAJEURE

11.1 Neither Party shall be liable for any failure or delay in the performance of its obligations under this MoU if such failure or delay is caused by events beyond its reasonable control, including but not limited to acts of God, natural disasters, war, riots, epidemics, pandemics, governmental actions, or disruptions in public utilities ("**Force Majeure Event**").

11.2 The affected Party shall promptly notify the other Party in writing of the occurrence of a Force Majeure Event and shall use reasonable efforts to resume performance as soon as practicable.

11.3 If a Force Majeure Event continues for a period exceeding **sixty (60) days**, either Party may terminate this MoU without liability by providing written notice to the other Party.

12. DISPUTE RESOLUTION AND GOVERNING LAW

12.1 In the event of any dispute, controversy, or claim arising out of or in connection with this MoU, the Parties shall first attempt to resolve the same amicably through mutual discussions within **thirty (30) days** from the date of written notice of such dispute.

12.2 If the dispute is not resolved amicably, it shall be referred to and finally resolved by **arbitration** in accordance with the provisions of the **Arbitration and Conciliation Act, 1996**.

12.3 The seat and venue of arbitration shall be **Hyderabad, Telangana**, and the arbitration proceedings shall be conducted in the **English language** by a sole arbitrator mutually appointed by the Parties.

12.4 This MoU shall be governed by and construed in accordance with the **laws of India**.

13. MISCELLANEOUS

13.1 This MoU may be amended, modified, or supplemented only by a written instrument duly signed by authorized representatives of both Parties.

13.2 If any provision of this MoU is held to be invalid, illegal, or unenforceable, such provision shall be severed and the remaining provisions shall continue in full force and effect.

13.3 All notices under this MoU shall be in writing and shall be deemed duly given if sent by registered post, courier, or email to the addresses of the Parties as specified herein or as subsequently notified in writing.

IN WITNESS WHEREOF, the Parties hereto have caused this MoU to be executed on the date first written above.

For WE HUB Foundation

Name: Ms. Sita Pallacholla

Designation: CEO

Signature:



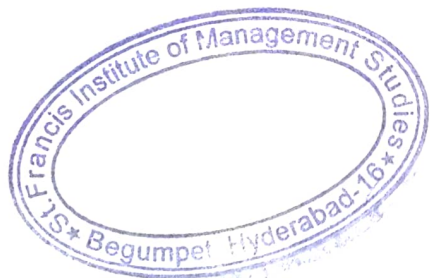
For St. Francis Institute of Management Studies



Name: Dr. Sarath Garimella

Designation: Director

Signature:



Annexure A

WE Enable Program Overview

1. Program Title

WE Enable – A 6-Month Future-Ready Program for Young Women

2. Program Overview

WE Enable is a six-month, customized, future-ready program designed and implemented by **WE Hub, Government of Telangana**, to equip female undergraduate and postgraduate students with the mindset, skills, and real-world exposure required to emerge as problem solvers, innovators, and leaders.

The program is structured to help students develop foundational, behavioural, and functional competencies aligned with their individual interests, aspirations, and evolving industry requirements, thereby preparing them for career pathways in corporates, startups, higher education, or entrepreneurship.

The program follows a structured three-phase journey, enabling a progressive transition from self-discovery to skill development and finally to real-world immersion and application.

3. Program Duration and Cohort Structure

Program Duration: Six (6) months

Number of Cohorts: Two (2) cohorts per year

Cohort Size: One Thousand Five Hundred (1,500) students per cohort

College Participation: Fifty (50) students per partner college per cohort

4. Program Structure

Phase I: Discovery

This phase focuses on self-awareness, career clarity, and goal setting and includes mentor mapping, development of an individualized career development plan, psychometric assessments, and structured career awareness sessions.

Phase II: Learning

This phase focuses on capability building and guided mentorship and includes access to LinkedIn Learning, domain-specific and cohort-specific learning interventions, an entrepreneurship track, and bi-weekly mentor engagement.

Phase III: Immersions

This phase focuses on experiential learning and real-world exposure and includes industry visits, internship drives, live projects, and competitive challenges.

5. Domains Offered

Participants will be mapped to domain-based cohorts based on their interests, assessments, and career aspirations across the following domains:

- 1) Health & Allied Sciences
- 2) Commerce & Finance
- 3) Management
- 4) Science & Technologies
- 5) Creative Streams
- 6) Entrepreneurship

6. Faculty Coordination

Each partner college shall nominate **one or two (1–2) Faculty Coordinators** to serve as the official points of contact for the WE Enable program. The Faculty Coordinators shall be responsible for monitoring student participation and progress, facilitating communication between the college and WE Hub, and supporting the effective implementation of the program for students from their institution.

7. Internships and Opportunity Access

Internship and immersion opportunities shall be made available to students upon successful completion of the first 2- phases of the program. Access to such opportunities will be based on student engagement, demonstrated interest, and performance, as reflected through a structured leaderboard-based evaluation mechanism. Priority consideration shall be given to high-performing and consistently engaged participants.

8. Program Fee

- The standard fee for the WE Enable Program is **INR 5,000 (Rupees Five Thousand only) plus applicable taxes** per student.
- As a one-time concessional arrangement for Cohort 1 partner colleges, the program shall be offered at a discounted fee of **INR 3,500 (Rupees Three Thousand Five Hundred only) plus applicable taxes** per student.

This Annexure forms an integral part of the Memorandum of Understanding and outlines the scope, structure, and implementation framework of the WE Enable Program.