

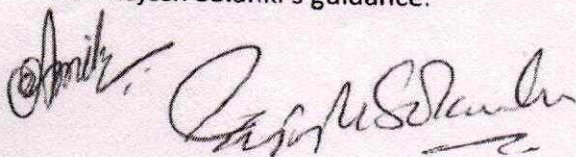
MEMORANDUM OF UNDERSTANDING

JCB, Jaipur and Manipal University Jaipur's Automobile Engineering Department of the School of Automobile, Mechatronics and Mechanical Engineering, agree to collaborate to further the learning needs of JCB employees and Automobile Engineering students by utilizing Value Stream Transformation methods and Lean Six Sigma body of knowledge.

This collaborative effort will be led by Manipal University Jaipur's Prof. Rajesh Solanki, Head of Automobile Engineering, as Principal Consultant and Co-Consultant, Dr. Rachna Gangwar, Associate Professor, TAPMI School of Business, MUJ.

The following are the deliverables -

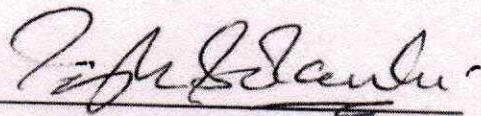
1. Prof. Rajesh Solanki will provide 1 day per week coaching to JCB Jaipur leaders and FORCE 10 team as outlined in the deployment plan shown in Annexure 1 from 14th October, 2016.
2. Annexure 1 outlines the key milestones and time lines for this collaborative effort to develop the learning needs of JCB Jaipur employees and MUJ's Automobile Engineering students.
3. The following are the commercial terms:
 - a. MUJ is waiving the consulting fee since we are in a pilot phase for establishing an industrial collaboration with JCB Jaipur. All future engagements will be fee based after the first cohort of Automobile Engineering students' internship ends on May 28th, 2016.
 - b. MUJ requires a co-consultant to assist the principal consultant in any such endeavour, for assuring that in the event of any exigencies, the client's requirements are not left unfulfilled.
 - i. Prof. Rajesh Solanki will be the principal consultant
 - ii. Dr. Rachna Gangwar will be the co-consultant
 - c. In the event of us mutually agreeing that there's a need for additional trainers from outside of MUJ to work under our guidance, the charges will be paid to MUJ directly for disbursement
 - i. This approach is to ensure that expected quality and results are delivered by the external trainers
4. MUJ will enable learning and development needs for its students when JCB assigns 3 to 5 Lean Six Sigma projects identified from Value Stream Transformation plan developed under Prof. Rajesh Solanki's guidance.



The learning needs for both JCB Jaipur employees, MUJ Interns and Faculty will be derived through: -

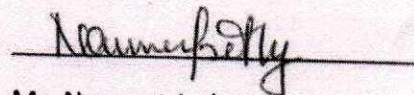
- a. Automobile Engineering Department's Internship Program that starts on January 04 (Monday), 2016 and ends on May 28 (Saturday), 2016.
 - b. Each project led by a JCB project leader along with JCB employees will have at least 2 or 3 MUJ students and one faculty advisor over the course of an entire semester (8th Semester)
5. The collaborative Internship program between JCB Jaipur and MUJ will follow these guidelines –
- a. MUJ student team members will report to a JCB Jaipur Team leader responsible for a project identified in the project pipeline of JCB Jaipur's A3 VSM Strategy.
 - b. MUJ Interns will be provided meals at JCB Jaipur so that they do not have to leave the facility while doing their project work.
 - c. As required by MUJ's internship program, a faculty advisor from Automobile Engineering Department will be assigned.
 - i. There will be no fee applied for his/her time unless the work goes beyond mentoring activity.
 - d. JCB will either provide their company vehicles or MUJ faculty will be reimbursed @ Rs. 8/km for use of their personal vehicle to JCB Jaipur from Jaipur or MUJ.

This Memorandum of Understanding is hereby agreed to on 14th October, 2015 by –



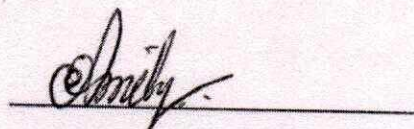
Prof. Rajesh Solanki

HOD, Automobile Engineering, MUJ



Mr. Navneet Jetly

General Manager, JCB Human Resources



Mr. Amit Tyagi

Sr. HR Manager, JCB Jaipur

Associate Professor (Dr) Rachna Gangwar

TAPMI School of Business, MUJ