

Dear SHUBHAM KUMAR,

Congratulations on making it to the "Gandhi Fellowship"!

We are pleased to confirm your selection to Gandhi Fellowship Program for the term 2019-21. Our organization has over the last decade, grown from a single state to cover 14 states and is engaged in transforming the Education ecosystem in government primary schools of these states. Gandhi Fellowship, our flagship program to implement this education initiative, is among the 7 most aspired fellowship programs of our country. Our Gandhi Fellows, while implementing the education initiative, undergo a personal transformation of improved self-awareness and strong leadership skills.

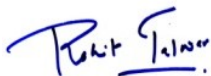
We welcome you to join the Gandhi Fellowship family to be a part of this initiative and are confident you will have a fruitful and satisfying engagement over the next 2 years. We wish you good luck in your journey of self-discovery and self-development while changing the Education space to improve student learning outcomes scores in the school, community and state you will be engaged in.

You are requested to confirm and send in your acceptance of this offer within a week from the date of this letter.

Fellowship Terms and Conditions:

- Your Fellowship will be for a period of 23 months commencing from 1 July 2019 i.e. till 31 May 2021 ("Term").
- You will be placed at any location in India.
- You may be re-assigned to another location, if required, as per organizational needs.
- Fellows placed in Rajasthan will be called Piramal Fellows.
- You shall be entitled to an all-inclusive monthly Fellowship of Rs. 14,000/- (Rupees Fourteen Thousand Only); out of which, Rs. 7,000/- (Rupees Seven Thousand Only) shall be paid on monthly basis and the remaining Rs. 7000/- (Rupees Seven Thousand Only) per month would be retained as interest free reserve amount. The cumulative reserve amount will be paid at the end of the Term of Fellowship after the period of 23 (twenty three) months. In case the Fellowship is terminated earlier by Foundation pursuant to Clause 16 or you terminate the Fellowship for any reason prior to the Term of the Fellowship, the cumulative reserve amount shall be payable subject to following conditions:
 - A. Fellow leaves between 0-11 months, will not be entitled to claim cumulative reserve amount;
 - B. Fellow leaves after completion of 12 month is entitled to claim cumulative reserve amount for 12 months i.e. 7000 x 12, but amount will credit at the end of the term of fellowship;
 - C. Fellow leaves between 12-22 months, will not be entitled to claim for additional months after 12 months i.e. 7000 x 12, but amount will credit at the end of the term of fellowship.
 - D. Fellow completes 23 months of fellowship will be entitled to claim 23 months of cumulative reserve amount i.e. 7000 x 23.

- For clarity- a fellow leaves in 5th month will not get cumulative reserve amount (i.e. 7000 x 5), fellow leaves in 13th month will get cumulative reserve amount for 12 months (i.e. 7000 x 12), fellow leaves in 18th month will get cumulative reserve amount for 12 months but not for additional 5 months (i.e. 7000 x 12) and fellow completes 23 months of fellowship will get complete cumulative reserve amount (i.e. 7000 x 23). In condition B, C and D amount will be credited to fellow's account at the end of the term of fellowship (i.e. in 23rd month).
- In addition you will be eligible for re-imbursement of incidental expenses, such as telephone expenses, upto a limit of Rs. 600/- (Rupees Six Hundred Only) and rent-free accommodation.
- During the Term of the Fellowship, you shall not be engaged in or undertake work for any organization nor will you pursue any educational courses.
- The Fellowship will be awarded on an objective and non-discriminatory basis.
- The Foundation does not act as an employer with respect to the Fellowship.
- The Fellowship is not contingent on continued employment. The Foundation does not guarantee any future employment with it or its affiliates.
- The Foundation does not take any liability, financial or otherwise of the Fellow except to pay Fellowship as per the Terms and Conditions.
- You will receive the Fellowship completion certificate at the end of the Program.
- The Foundation reserves the right to terminate this Fellowship at any time during the Term of Fellowship, if you commit acts of misconduct deemed by Foundation to be in breach of the values and ethos of the Fellowship or are found to be medically unfit or remain willfully absent or are otherwise unable to perform your duties.
- You will be governed by all the rules and regulation as enforced by Foundation from time to time. The decision of the Foundation on all such matters shall be final and binding.
- The Terms and Conditions of the Fellowship shall be governed by and construed in accordance with Indian law. The Foundation and the Fellows irrevocably submit to the jurisdiction of the courts of Mumbai to settle any disputes in connection with these terms and conditions
- You will be eligible for Social incubation and Enterprise Program after successfully graduating from Fellowship.



Regards,
Rohit Talwar
Program Director
Marketing & Recruitment
Gandhi Fellowship
www.gandhifellowship.org

I ACCEPT THE ABOVE MENTIONED TERMS AND CONDITIONS.

NAME _____

SIGNATURE _____

DATE _____