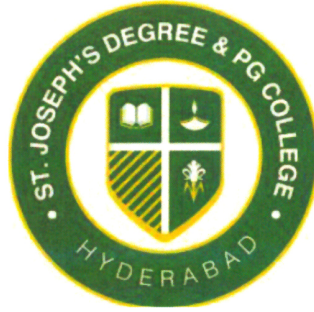


MEMORANDUM OF AGREEMENT (MOA)

BETWEEN



ST. JOSEPH'S DEGREE AND PG COLLEGE

Shergate, King Koti, Basheer Bagh, Hyderabad, Telangana 500029

&



VOICE 4 Girls

**Flat No. 6B, Divya Sai Shakti Apartment, Dwarakapuri, Punjagutta,
Hyderabad, Telangana 500082**

FOR

INTERSHIPS AND RELATED SERVICES

November 2023- October 2025



Memorandum of Agreement (MOA) for Internship

This Memorandum of Agreement (MOA) is entered into this 22nd November 2023 between St. Joseph's Degree and PG College and VOICE 4 Girls.

St. Joseph's Degree and PG College, hereafter referred to as St. Joseph's Degree and PG College, represented by Principal of the College and VOICE 4 Girls, Hyderabad hereafter referred to as VOICE represented by Executive Director of the organisation.

St. Joseph's Degree and PG College aims to establish a coordinated internship program for qualified students. Whereas, VOICE aims to provide internship opportunities for the young women and men to empower marginalized adolescents in India.

VOICE 4 Girls and St. Joseph's Degree and PG College recognize the need for trained interns in the community, and both parties desire to collaborate in furnishing an internship experience to students enrolled in the program;

Now, therefore, this Memorandum of Agreement establishes the guidelines for internship placement and defines the responsibilities of St. Joseph's Degree and PG College and VOICE.

Objective of MOA- Empowering Rural Girls in India

VOICE 4 Girls and St. Joseph's Degree and PG College aims to enable marginalised adolescent girls in India to take charge of their futures by imparting critical knowledge, spoken English, and life skills through activity based camps. VOICE runs camps for students in 6-10th classes, ages 11-16, in low-income private schools and government day and residential schools across India. These camps provide adolescent girls with the practical tools and knowledge needed to overcome challenges they face such as completing secondary



education, early marriage and early pregnancy, restricted mobility, and lack of career opportunities. VOICE in association with St. Joseph's Degree and PG College transforms schools into girl-safe environments where students can learn, develop, and grow. We believe in a world where girls can realise their dreams and act on their potential.

VOICE 4 Girls agrees:

- To allow students participation and observation in the work setting of VOICE 4 Girls.
- To collaborate with St. Joseph's Degree and PG College departments – NSS Cell, Women Empowerment Cell, Placements Cell, NCC Cell to ensure the quality of internship activities to be performed by the student.
- To provide students with an intern experience which will help them gain a real-world perspective.
- Not to discriminate against any student or faculty member of the Program in regard to race, colour, religion, national origin, sex, age, familial status, or handicap with respect to any matter arising out of this agreement.
- To reserve its right not to accept a student for any lawful reason.
- To encourage student interns to complete his/her college education.
- VOICE 4 Girls is not responsible for unforeseen events like damage or ill health that may be caused due to a natural calamity, accident or criminal activity during travel and camp. VOICE or its representatives will not be responsible for the acts of God.
- To pay the interns a consolidated pay as mutually agreed by both parties, besides taking care of their travel, food and shelter during the field visits.
- To report to St. Joseph's Degree and PG College on the internship progress of their students
- To provide appropriate personnel to supervise and evaluate Student interns.
- To advise St. Joseph's Degree and PG College regarding any student whose performance is unsatisfactory, whose personal characteristics prevent desirable relationships within VOICE 4 Girls or limit the successful completion of the internship.
- VOICE 4 Girls may dismiss a student who is deemed unsatisfactory and will notify St. Joseph's Degree and PG College of such a dismissal.

St. Joseph's Degree and PG College agrees:

- To designate a Placement Coordinator to consult with VOICE 4 Girls and to share administrative responsibilities with VOICE 4 Girls for coordination of the student interns.
- To share the academic calendar, exam schedules and assignments of students in



cooperation with the designated representative of VOICE 4 Girls i.e., the Project Officer.

- To prepare the student interns academically duly by taking their parent consent for the student internship at VOICE 4 Girls.
- To designate a VOICE Ambassador at the college level to consult with VOICE 4 Girls and will be responsible for the management and supervision of VOICE 4 Girls involvement in the college.
- To provide a minimum of 150 females and 150 male students to intern with VOICE 4 Girls for the tenure of this MoA with prior notice by VOICE 4 Girls at an appropriate juncture of the academic year for at least two internship cycles.
- To place the Student Intern only with the approval of the Principal, St. Joseph's Degree and PG College and the Student's parents
- To follow VOICE 4 Girls policies that are revealed before the internship programme and are mutually accepted for internship visits and/or observation.
- To provide training space to VOICE 4 Girls during the training period.
- To instruct participating students to observe the accepted rules and regulations of VOICE 4 Girls.
- To consider granting student Interns credit(s) and attendance for the coordinated internship course taken during his/her internship experience.
- To give due weightage to VOICE 4 Girls' evaluation of the Student Intern's performance in the course grade.
- To assure that participating students and faculty understand fully that there would be no compensation in the event of any injury occurring due to their own fault during the internship at VOICE 4 Girls.
- To acknowledge that participation in the internship experience holds no promise of future employment but does not preclude future employment.

Confidentiality

The parties agree to maintain the confidentiality of any confidential information disclosed during the course of their collaboration under this MOA, including but not limited to any student information or proprietary information of the Company. The parties shall take all reasonable measures to protect such confidential information and shall not disclose it to any third party without the prior written consent of the disclosing party.



Termination

This MOA shall be valid from the date of signing, and each party shall be at full liberty to extend or terminate the collaboration with a notice period of one month.

Governing Law and Jurisdiction

This MOA shall be governed by and constructed in accordance with the laws of India, and any dispute arising under this MOA shall be resolved by arbitration in accordance with the rules of Arbitration and Conciliation Act, 1996 and conducted in Hyderabad.

Entire Agreement

This MOA constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements between the parties, whether written or oral. This MOA may not be modified or amended except in writing signed by both parties.

IN WITNESS WHEREOF, the parties have executed this MOA as of the date first above written.



**ST. JOSEPH'S DEGREE
AND PG COLLEGE**

VOICE4Girls

By:

22/11/23
**Name: Rev.Fr.Anthony
Sagayaraja**

**Title: Principle
St. Joseph's Degree and
PG College**

By:

Vanitha Prabu
Name: Vanitha Prabu

**Title: Deputy Director
VOICE 4 Girls**

Principal
ST. JOSEPH'S DEGREE & P.G. COLLEGE
King Koti Road, HYDERABAD-29

Witness 1:

P. Vasant Vikas
P. Vasant Vikas

**Assistant Professor &
Placement Officer**

**St. Joseph's Degree and PG
College**

Witness 2:

Abantika Saha
Abantika Saha

Project Officer

VOICE 4 Girls

