



SIVA SIVANI DEGREE COLLEGE

(Affiliated to Osmania University)

UG Block Vensai Projects, Kompally, Secunderabad, Telangana - 500100.



Cycle-1 NAAC Accreditation 2023

Criteria 4 – Infrastructure and Learning Resources

4.3 IT Infrastructure

4.3.1: Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Submitted to



National Assessment and Accreditation Council

Criterion 4 – Infrastructure and Learning Resources

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection.

Zing HR & Bills



S. P. Sampathy's Siva Sivani Group ®
S. P. Sampathy's Siva Sivani Educational Society (2906/97)
SIVA SIVANI DEGREE COLLEGE
(Affiliated to Osmania University)



Mrs. S. AARATHY
President & Chief Executive

Dr. SAILESH SAMPATHY
Vice President & Dy. Chief Executive

Prof. M. KAMALAKAR
Executive Vice President

Mrs. P. MAMATHA
Principal

Mrs. DEEPIKA SAMPATHY
Associate Vice President

4.3.1. Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection.

ZingHR offers a complete solution of the end-to-end processes in HR through Artificial Intelligence, Machine and Deep Learning algorithms which help to improve employee performance and drives process efficiency in recruitment offers ease of leave, attendance, payroll, and claim management. It offers almost all web/mobile-based modules from Hire to Retire Solutions with state-of-the-art tech supporting those applications. ZingHR has partnered with global and regional organizations like Microsoft, SHRM, NHRDN for adding value to ZingHR's outreach program. It adopts an employee-centric, mobile-first approach covering the entire spectrum from employee recruitment to employee exit. It is been backed by Microsoft. ZingHR has raised around \$2.5 million including seed and angel funding and strategic investment by Zeta - a digital payment and meal voucher company. Legal Name : Cnergys Infotech India Pvt. Ltd. Headquarters: Mumbai, Maharashtra, India Founding 2014

The employee self-service software saves companies time and money while also reducing human error and speeding up the handling of employee needs.

By understanding the employees who work for the organisation and communicating, managers, executives, and team leaders can better communicate more effectively with them.

Here, an employee management system can help your employees give their best efforts to communicate in the work area.

The employee experience platform allows business leaders to understand better the level of communication between employees and their immediate supervisors.

Employees desire to be recognised as unique individuals, and they want to feel a sense of connection and trust with the company they work for.



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Siva Sivani Degree College
Kompally, Medchal-Maikajiri (Dt)-5001



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Understanding one's employee and their journey is vital to building the trust and connection that breeds job satisfaction.

The best employee management software can help run a smooth organisation by keeping track of employee information, such as medical information, salary details, attendance records, productivity performance, and much more.

To sum it up, companies that focus on employee experience attract the best talent, get higher productivity rates, and have lower staff turnover.

- Why the Employee Experience Is so Important?

Improving the work experience is the most effective approach to increase productivity and engagement.

Many employees are currently having difficulty obtaining the information they require from their companies.

This can lead to frustration and impede the progress of any significant organisational reform attempts.

HR must concentrate on creating solutions that work for every employee. From recruiting to onboarding to the job itself, the entire employee journey must be streamlined.

This can be successful through the implementation of an **employee self-service portal**.

- Critical Benefits of Building A Strong Employer Brand

Here are the five most important advantages of developing a great employer brand.



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Top Talent Recruitment

When job seekers begin their search, they search by typing “best firms hiring near me” into their search engine.

Reduce Hire Time and Cost

Your talent pipeline will most likely be entire with a good employer brand, which is terrific news for both your hiring manager and your bottom line.

With an influx of talent, you'll be able to vet prospects sooner, even if you don't have an open position.

Increase Employee Morale

Your employer brand is built on how you treat and connect with your customers, and a positive employee experience will naturally raise employee morale.

Increase Retention

Just as your employer brand has a significant impact on employee morale, your reputation has a substantial impact on your retention rates.

Make your organisation a location where people want to come, and you'll notice a significant increase in turnover.

- Steps To Develop An Employer Branding Strategy

Audit Your Existing Employer Brand

The first step in building an employer branding plan is determining what your company is already communicating to the public and current workers.



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Associate Vice President

Flex the Rules

Although rules and regulations are vital for any organisation, are you confident that each is strictly necessary?

Ensure the rules set favour both parties in the organisation for the company growth.

Review Your Recruitment And Selection Process

Your entire recruitment and selection process significantly influences your employer brand than you may realise.

This comprises initial job ads, application, interview stages, final offer, and new paperless onboarding strategies.

Define Your Company Values

The key to developing a strong employer brand is consistency in your messaging and communication. Make sure to highlight your principles and vision.

Set goals

The next step in developing a successful employer branding strategy is to define your specific goals.

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The productivity in highly engaged organizations is 22% greater than that of companies with low levels of engagement. It also improves the turnover rate of an organization, as organizations that usually witness high attrition have reported 24% lesser attrition and organization that witness low attrition, reported a 59% lower attrition rate after introducing employee engagement activities. The matrices like Safety and Quality Defects reported of 48% and 41% fewer such incidence respectively. The following are some of the benefits of having a robust and easy to use ESS:

- **Effective Communication:** An ESS with its inbuilt Chat Tools serves as an intelligent platform for smoother and better communication between employees and managers
- **Timely Tracking & Feedback:** With an ESS portal in place, employees can track the developments within the organization, on their projects, and further provide or receive feedback on their work, thereby plan or decide on the way ahead
- **Understanding of Organizational Hierarchy:** Employees can get a glimpse of the organizational hierarchy, keep the communication precise, and interact with relevant managers and personnel within the organization
- **Direct, improved employee access to HR services:** HR managers no more need to spend time in creating and distributing Salary Slips, Tax Computation Document, TDS Forms etc; as an employee has a direct access to any of these documents at their fingertips through the ESS portal
- **Increase efficiency by streamlining processes:** The ESS portal streamlines HR processes, thereby reducing time and efforts and increases efficiency
- **Better Collaboration & Learning:** When employees have an efficient medium to communicate, it helps them collaborate and share their knowledge and



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expertise, helping each other learn and grow. Most of the ESS portals these days, have an integrated Knowledge / Learning Management System in place that is built purposefully to share knowledge

- **Improved Employee Engagement & Retention:** The ESS portal helps bring a sense of belongingness between employees and binds them strongly with organizational values, bringing greater clarity pertaining to organizational goals, as well as their roles and importance in the entire value chain
- **Regular News and Updates:** Any updates, news, announcements, intimations on policy change, details of events, achievements, occasions, directives as well important documents needed in business scenarios can directly be made available to all or a chosen set of employees.

With the above benefits and many other perks on offer, it is imperative for any organization to have an HCM that brings simple, easy to use, yet a robust Employee Self Service portal to the table. With its varied range of "*Hire to Retire*" Employee Life Cycle Management solutions in place, **ZingHR** brings you an intuitively designed ESS portal that helps you engage with your employees better and see marked improvements in their overall productivity. Read about **ZingHR's** Employee Self Service Portal & Mobile App Features.



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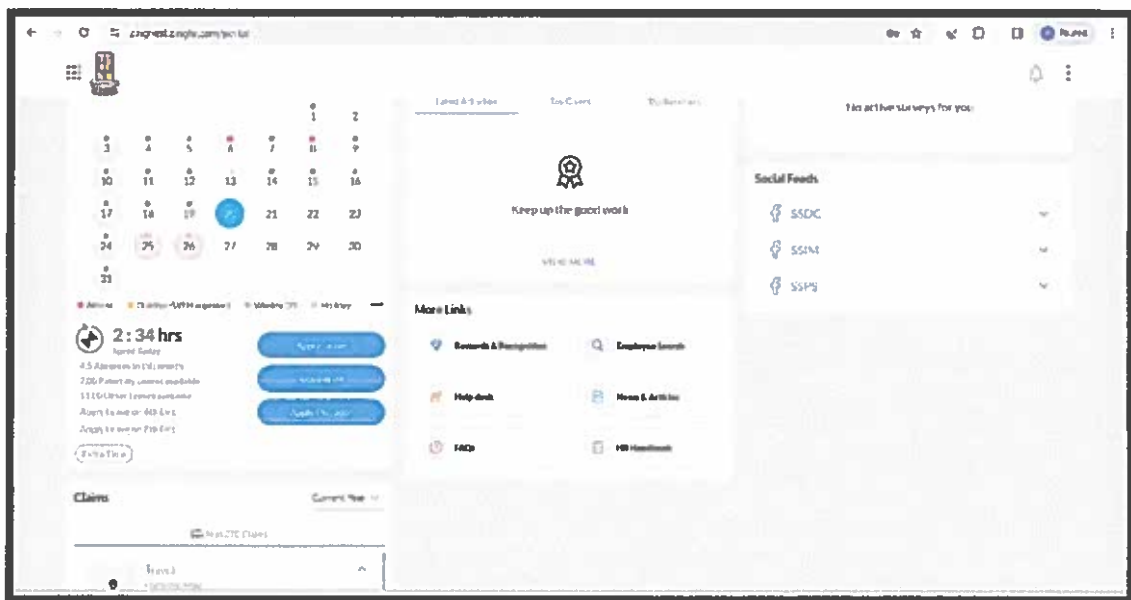
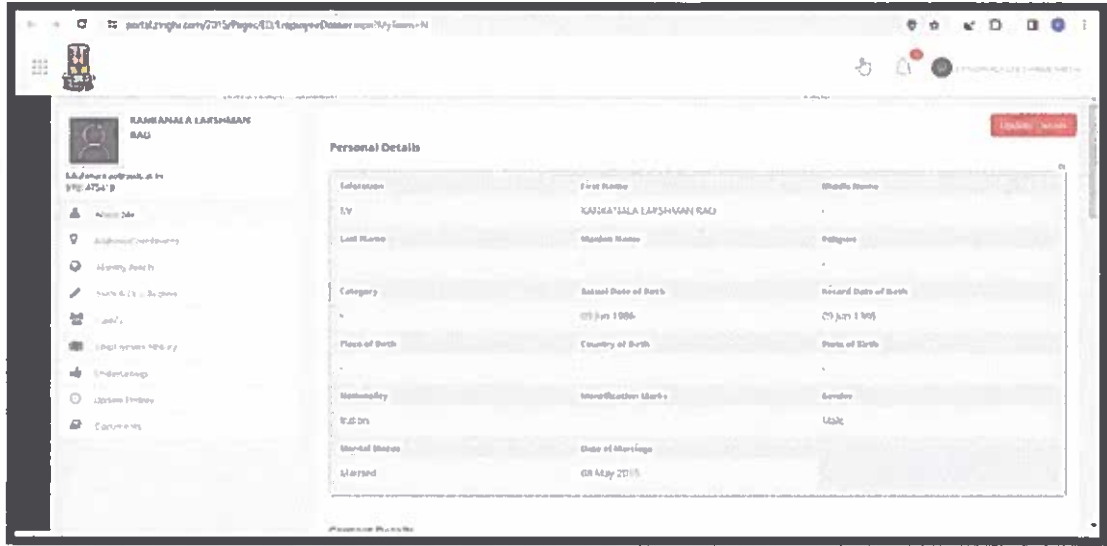
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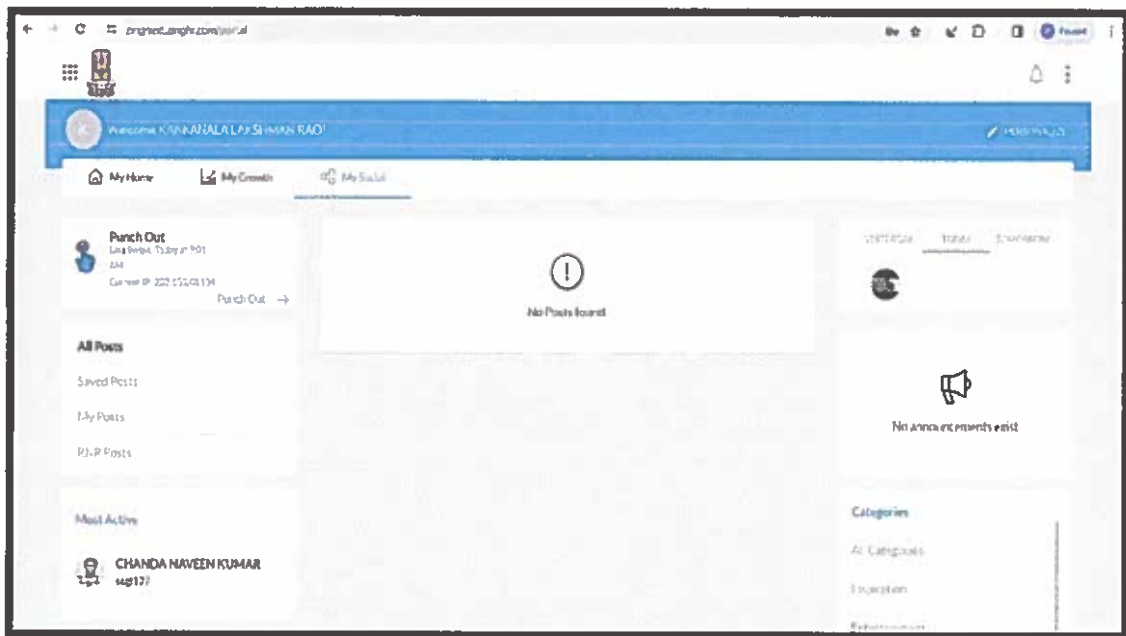
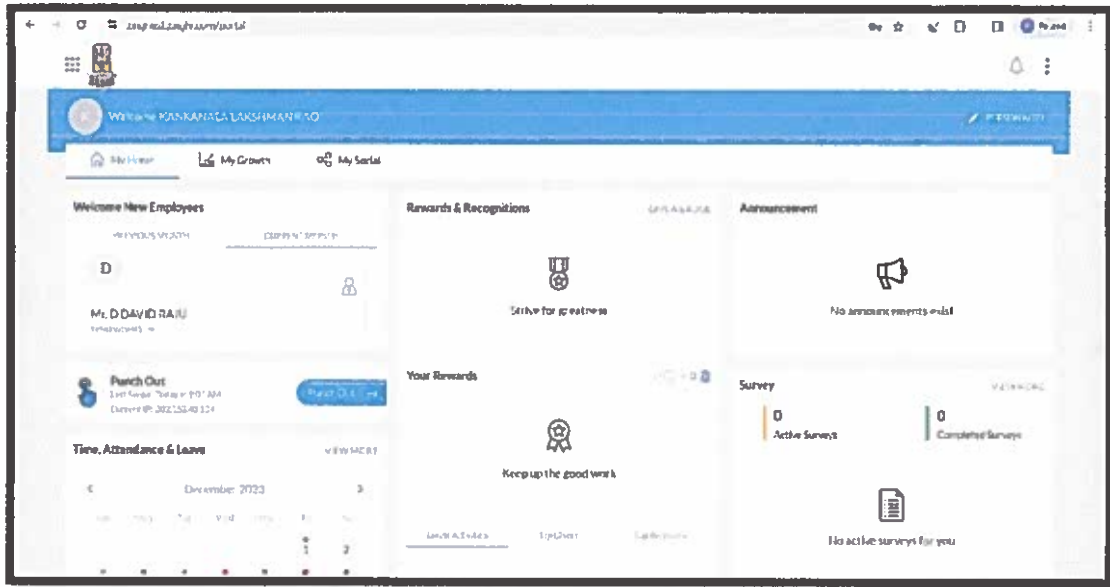
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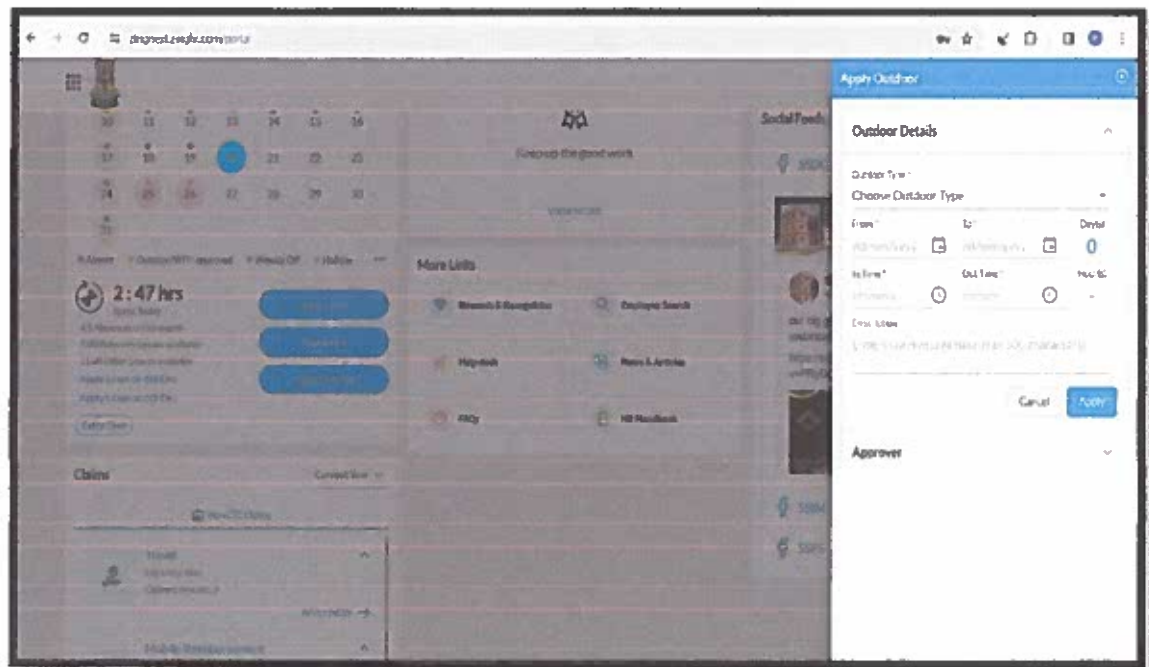
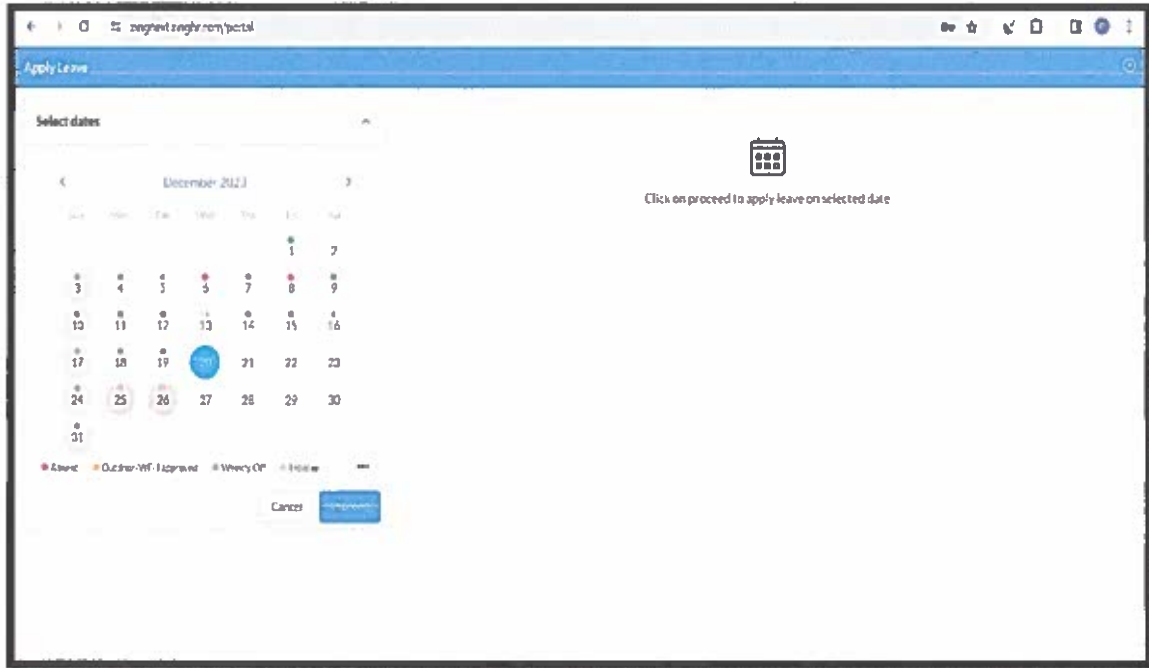
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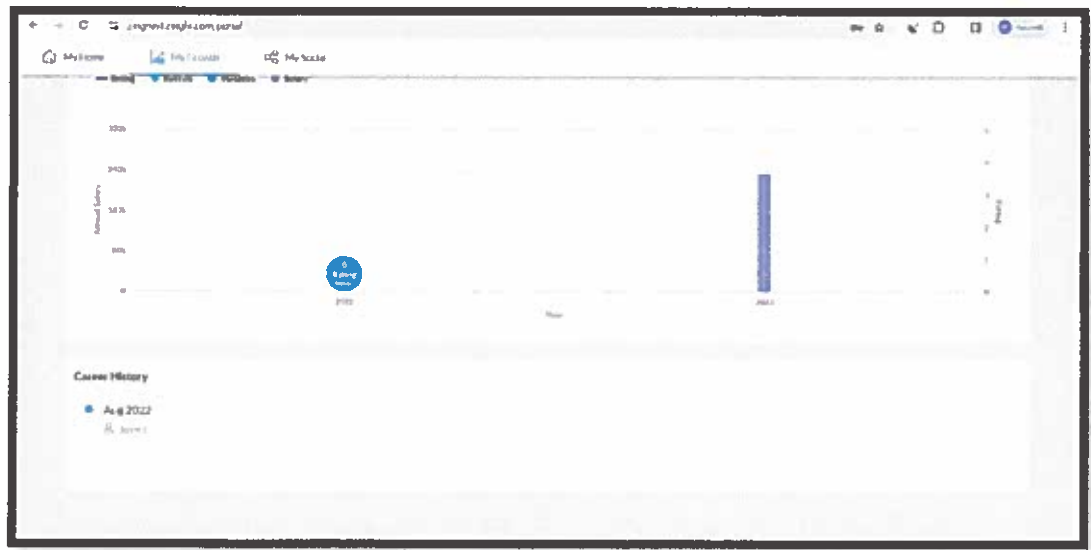
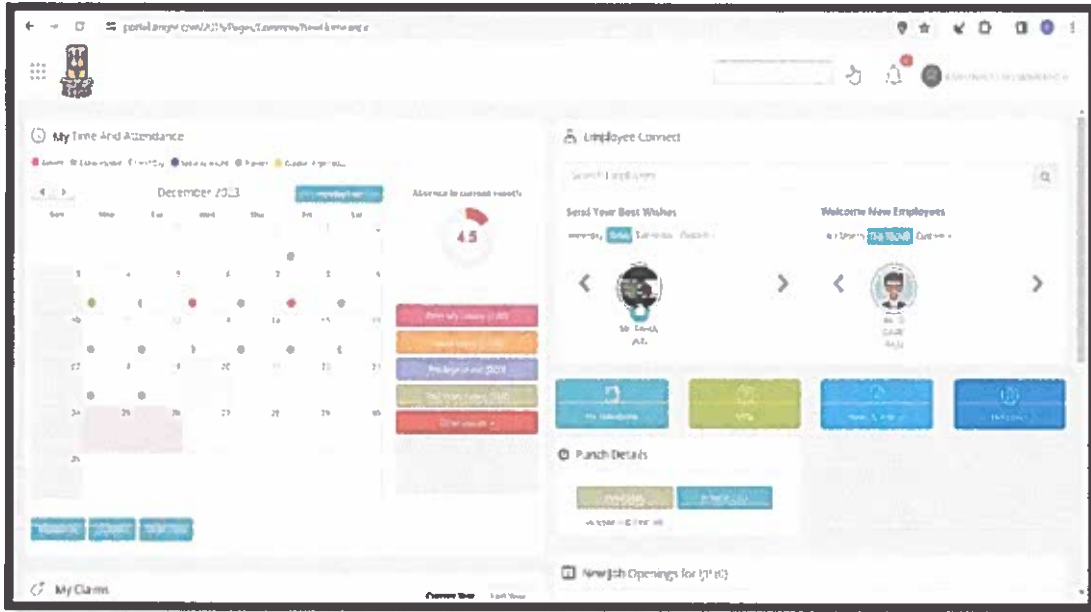
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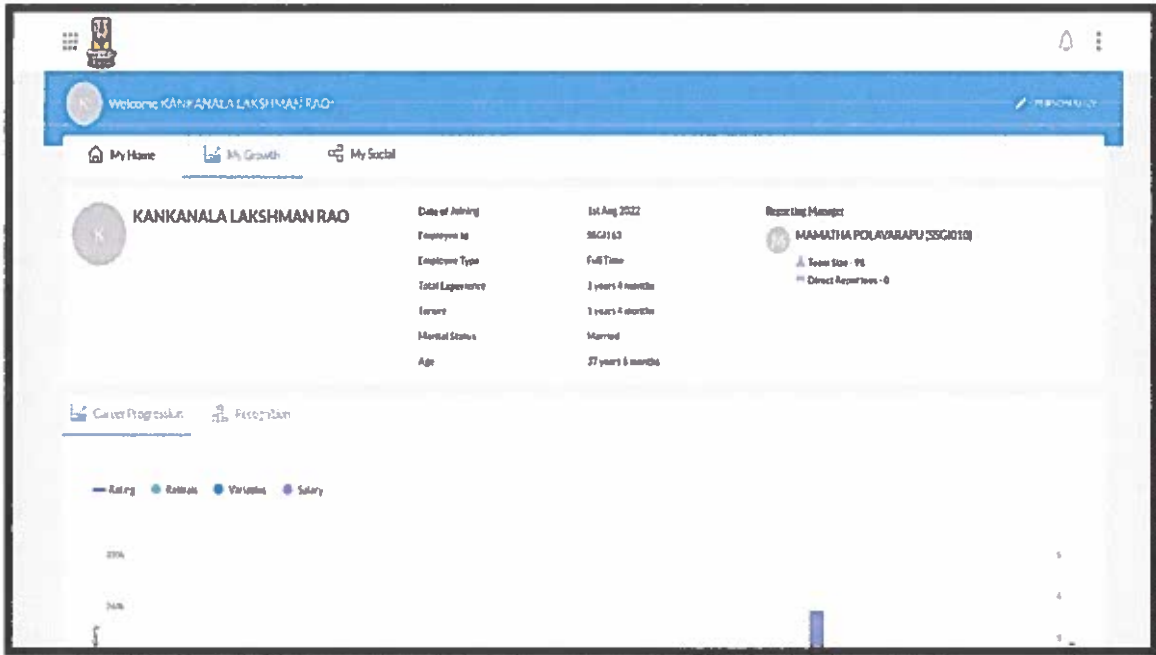
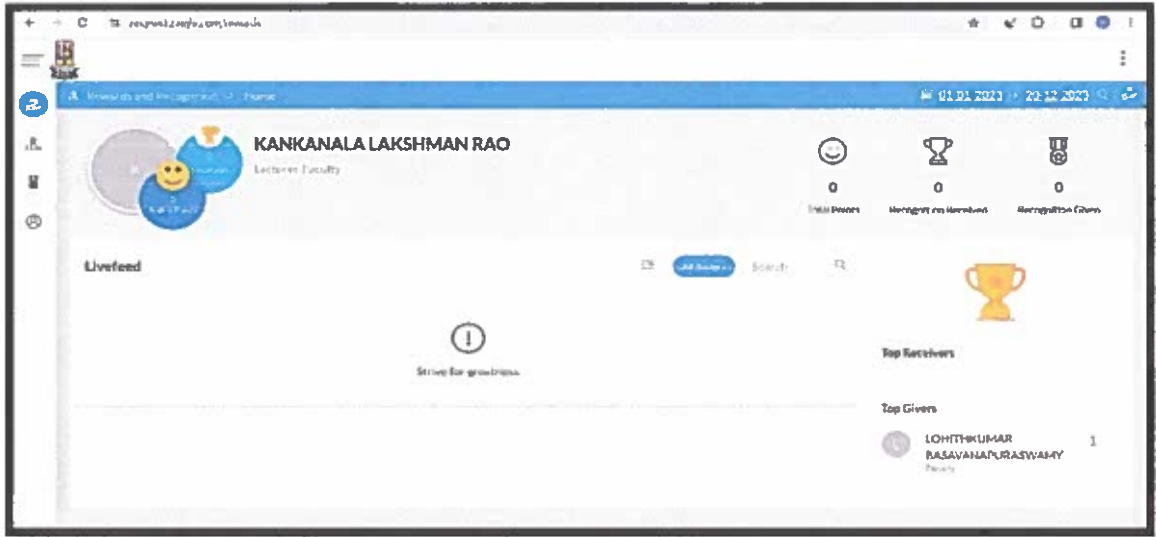
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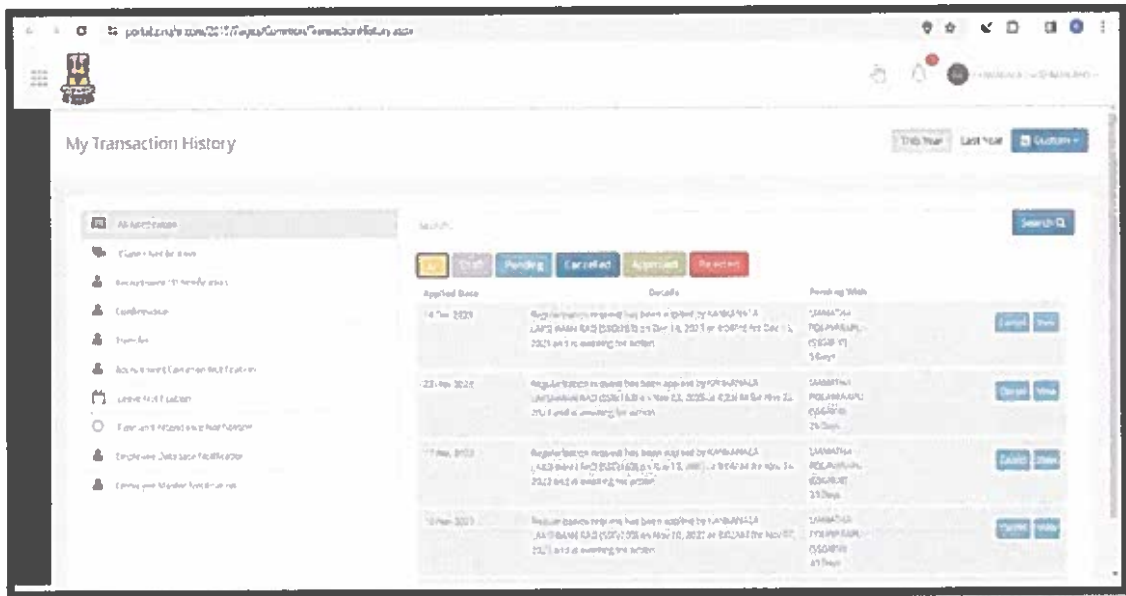
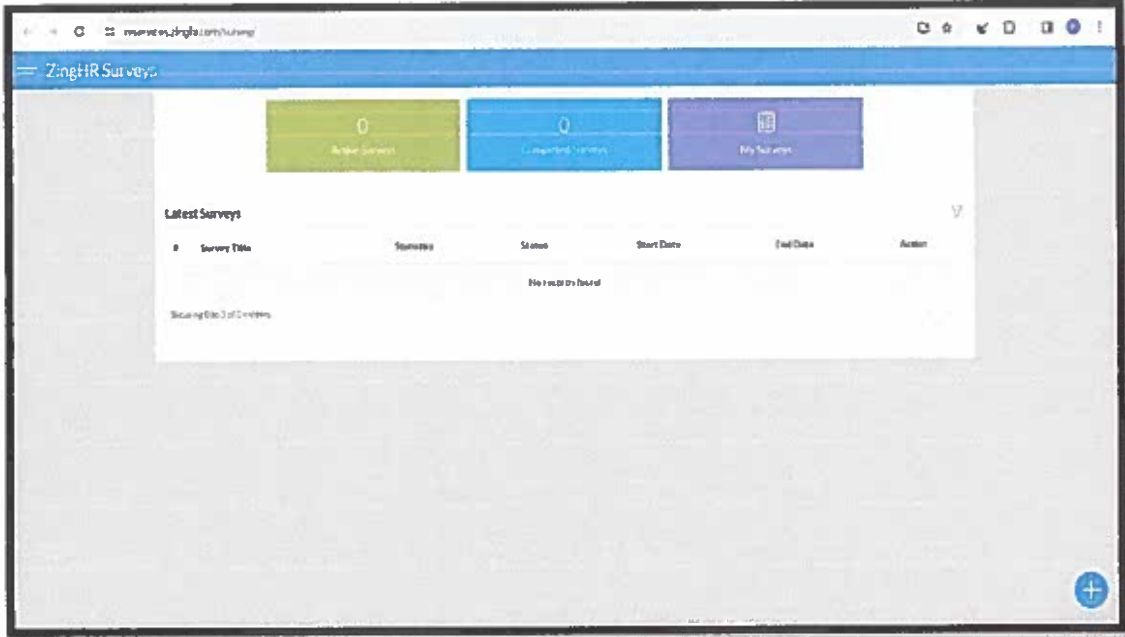
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Cnergysis Infotech India Private Limited

CIN : U72400MH2000PTC125479
 5th Floor, Kalpataru Plaza, Chincholi Bunder Road,
 Off. S. V Road, Malad (W)
 Mumbai Maharashtra 400064
 India
 GSTIN 27AAACF4961A1ZZ
 LUT :AD270423009721D

Proforma Invoice

Proforma Invoice No.	: CNGY/2324/PI059	Place Of Supply	: Telangana (36)
Proforma Invoice Date	: 05/07/2023		

Bill To
S P Sampathys Siva Sivani Educational Society
 S P Sampathy S Siva Sivani Educational Society, N H 7
 Kompally, Secunderabad, Medchal Malkajgiri, Telangana, 500100
 Medchal-Malkajgiri
 500100 Telangana
 India
 GSTIN 36AACTS4819H1ZB
 Purchase Order :

Subject :
 100% Implementation cost & Half Yearly Advance

Sl. No.	Item & Description	HSN/SAC	Qty	Rate	IGST		Amount
					%	Amt	
1	Startup and Implementation cost One Time Cost	998311	1.00	60,000.00	18%	10,800.00	60,000.00
2	Professional Charges For Half Yearly Advance Rs.24,960/- x 6 months For 80 Employees 312 @ 80	998311	1.00	1,49,760.00	18%	26,956.80	1,49,760.00

Total In Words
Indian Rupee Two Lakh Forty-Seven Thousand Five Hundred Seventeen Only

Sub Total	2,09,760.00
IGST18 (18%)	37,756.80
Rounding	0.20
Total	₹2,47,517.00

Looking forward for your business.

For Cnergysis Infotech India Private Limited

Declaration

- Payment will be by crossed/demand draft in favour of Cnergysis Infotech India Pvt Ltd. Mumbai.
- Kindly transfer payment by way of RTGS.Bank A/c.No. 50200021131410, IFSC Code HDFC0000411
 HDFC Bank Ltd ,Shop No.8, Ground Floor, Bhagat Grandeur, New Link Road, Opp. Infiniti Mall, Malad West, Mumbai-400064
 Swift Code-HDFCINBB



Authorized Signature



Handwritten notes and calculations:
 AU
 24976
 10/07/23
 2,09,760
 20,976
 1,88,784
 37,757
 2,26,541

Handwritten calculations and stamps:
 2,09,760
 20,976 TDS 10%
 1,88,784
 37,757
 2,26,541
 Stamp: Siva Sivani Degree College, Kompally, Medchal-Malkajgiri (01-500100)



**S.P. SAMPATHY'S
SIVA SIVANI EDUCATIONAL SOCIETY
(2906/97)**



S. AARATHY
President

SAILESH SAMPATHY
Vice President

DEEPIKA SAMPATHY
Secretary

Ref: SSES/VP/ZHR/23/1082

Dt: 30/06/2023

Purchase Order

From,

S.P Sampathy's Siva Sivani Educational Society,
Siva Sivani Group of Educational Institutions,
NH 44, Kompally, Secunderabad - 500100. Telangana

To,

Cnergyis Infotech India Pvt. Ltd,
5th Floor Kalpataru Plaza,
Chincholi Bunder Road, Malad (West),
Mumbai - 400064.
Maharashtra

We are pleased to hereby confirm purchase order for HRMS "ZINGHR" as per S.P Sampathy's Siva Sivani Educational Society specific requirements. The following are the Units/Departments of Siva Sivani group institutions (SSGI):

- 1). Siva Sivani Institute of Management
- 2). Siva Sivani Degree College
- 3). Siva Sivani Junior College
- 4). SPS High School

Modules:

1. As mentioned in the proposal dated 30th June 2023

Commercials:

As per our discussion during the meetings held between 15th June 2023 and 30th June 2023, the required modules for all the units of the group institutions are:

1. Monthly Recurring Rental - Non-Refundable Per Employee per Month*No. of Employees = 80*312 = INR. 24,960 per month payed half yearly.
2. Implementation Cost (One time Set up fee) INR. 60, 000

The accompanying purchase order, notwithstanding the various terms and conditions of the order, agreement, satisfactory performance is the only guiding and binding criterion for this contract.

[Signature]
For S.P. Sampathy's
Siva Sivani Educational Society

[Signature]
Principal
Siva Sivani Degree College
Kompally, Medchal-Malkajgiri (Dt)-500100

Camp Office: NH7, Kompally, Secunderabad - 500 100, Telangana, INDIA. Ph: +91-40-27165450 to 54, 65457236 / 37, Fax: 040-27165452

Read Office: Flat No G12 Sanhira Complex Amrutha Hills Punjagutta Hyderabad





**S.P. SAMPATHY'S
SIVA SIVANI EDUCATIONAL SOCIETY
(2906/97)**



S. AARATHY
President

SAILESH SAMPATHY
Vice President

DEEPIKA SAMPATHY
Secretary

Terms & Conditions:

1. Cnergysis Infotech shall configure the data of the employees for the above institutions. SSGI team will provide required data and information to Cnergysis Infotech in this regard.
2. Project implementation should start immediately on priority basis for the above units/institutions and should be completed within the project timeline.
3. Any customization should be incorporated by Cnergysis Infotech till the last date of the contract termination and at no additional cost during the contract period.
4. The technical support shall be available on calls during the contract and there shall be no separate maintenance cost. All updates are included.
5. All operational issues should be attended to and provide solutions on a priority basis.
6. Cnergysis Infotech should provide complete training to all the employees of the group institutions. Training manuals with flow chart (Step Wise Process) and training to the concerned people at the designated Units/Institute shall be provided on a continuous basis and as and when required.
7. Cnergysis Infotech should provide a Technical person from support team, to visit the campus periodically and sort out issues, if any.
8. Cnergysis Infotech is required to provide data as and when required. License must have access to the data and for backing it up.
9. Confidentiality and security of license data is the essence of the agreement and Cnergysis Infotech should do all in its controls to ensure this.
10. The agreement period is 1 year and termination notice period is 60 days. Renewal of agreement is subject to the satisfactory performance of the ERP "ZingHR" and support from Cnergysis Infotech.



Dr. SAILESH SAMPATHY
VICE PRESIDENT

For S.P. Sampathy's
Siva Sivani Educational Society

4/7/23



President/Vice President


PRINCIPAL
Siva Sivani Degree College
Kompani, Medchal-Malkajgiri (Dt)-500100



Fastrack Software as a Service Agreement

Version 1.0

This Agreement is made on ("30/06/2023")

Between **Cnergyis Infotech India Pvt. Ltd.**, having its registered principal place of business at 5th Floor Kalpataru Plaza, Chincholi Bunder Road, Malad (West), Mumbai – 400064 (herein referred to as "ZingHR"); and
S.P SAMPATHY'S SIVA SIVANI EDUCATIONAL SOCIETY having its registered principal place of business at Siva Sivani Institute of Management, NH 44, Kompally, Secunderabad, Telangana – 500100, India - (herein referred to as "Customer").

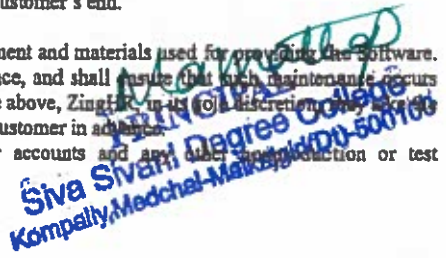
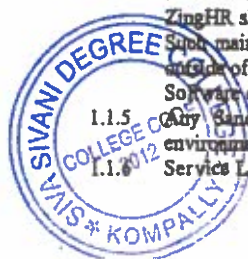
Each a 'Party' and collectively the "Parties".
 It is agreed as follows:

1. DEFINITIONS AND INTERPRETATIONS

In this Agreement unless the context requires otherwise the following words and phrases will have the following meaning:

Agreement	means this agreement including the schedules, annexures, appendices and any other documents attached or to be attached to this Agreement as permitted in this Agreement together with any variations or amendments to this agreement as may from time to time be agreed in writing by the Parties;
Proposal	means the proposal for the Software attached to this Agreement;
Confidential Information	all information not at present in the public domain used in, or otherwise relating to the business, customers or financial or other affairs of a Party including, without limitation, information relating to: (a) the marketing of any products or services including, without limitation, customer names and lists and any other details of customers, sales targets, sales statistics, market share statistics, prices, market research reports and surveys and advertising or other promotional materials; or (b) future projects, business development or planning, commercial relationships or negotiations;
Data Privacy Legislations	means all the applicable Laws governing or relating to global adherence to Data Security Process and Privacy;
Fees	means the total fees payable by the Customer to ZingHR under this Agreement as more particularly described in Schedule 1;
Force Majeure	means circumstances beyond the reasonable control of the Parties which results in a Party being unable to observe or perform on time an obligation under this Agreement. Force Majeure circumstances shall include but shall not be limited to acts of God, lightning strikes, earthquakes, floods, storms, explosions, fires, epidemic, pandemic and any natural disaster; acts of war, acts of public enemies, terrorism, riots, civil commotion, malicious damage, sabotage and revolution and strikes;
Intellectual Property Rights	means all intellectual property rights including but not limited to copyright, trade mark, design, patent, semiconductor or circuit layout rights, moral rights, database rights, trade names, business names, rights in and to software (object code and source code), domain names, databases, inventions, discoveries, know-how and any other intellectual or industrial property rights in each and every part of the world together with all applications, renewals, revisal's and extensions;
Laws	means any and all applicable laws (including without limitation) all statutory law, decrees, regulations, ministerial decisions, guidelines, code of practice, policies and other pronouncements having the effect of law or by the federal government of any city, municipality, court, tribunal, agency, government ministry, department, commission, arbitrator, board or bureau, subordinate legislation, judicial decision from time to time subsisting or in force;
Materials	the materials provided by or on behalf of Customer to ZingHR from time to time (including any information contained in such materials) for the purposes of this Agreement;
Material Breach	means a breach by either Party of any of its obligations under this Agreement which has or is likely to have a material adverse effect;
Permitted Users Software	mean the number of authorised users of the Software, which can be increased from time-to-time; means the ZingHR Software which includes without limitation third party software and includes the various integrations with other software systems in addition to the application software as modified, customized, configured, or integrated to meet the specifications and Customer's requirements in addition to ZingHR's enhancements embedded in the system; and
Term	means the period commencing on the Effective Date and ending upon the date this Agreement is terminated in accordance with the provisions herein.

- 1.1 Maintenance and Support Services
 - 1.1.1 ZingHR agrees to provide the Maintenance and Support Services for the Software pursuant to this Agreement throughout the Term of the Agreement during the business hours (9am to 7pm) on standard working days ("Business Working Hours"), via its support portal or email. Each request for maintenance or support shall be raised as a support ticket. If a support ticket is raised out of Business Working Hours, target will roll over to the next business day.
 - 1.1.2 Availability: ZingHR shall ensure that the Software is functional in all material aspects 99.95% of the time during any monthly period. ZingHR measures availability over each calendar month by dividing the difference between the total number of minutes in the monthly measurement period and any unplanned downtime by the total number of minutes in the measurement period and multiplying the result by 100 to reach a percent figure.
 - 1.1.3 Subsequent to the issuing of the acceptance by Customer in accordance with Clause 4 of this Agreement, ZingHR agrees to correct any error or defect(s) in the Software and/or in other respect support the Software pursuant to this Agreement. ZingHR will not be responsible for unavailability of the Software to Permitted Users due to hardware or network failure from Customer's end.
 - 1.1.4 Maintenance of Software
 - ZingHR shall regularly perform a scheduled maintenance of the Software and other equipment and materials used for providing the Software. Such maintenance shall be communicated to the Customer at least five (5) days in advance, and shall ensure that such maintenance occurs outside of standard working hours, for not more than 15 hours in each quarter. Except to the above, ZingHR, in its sole discretion, may schedule Software down for unscheduled maintenance, and in such event, will attempt to notify the Customer in advance.
 - 1.1.5 Any Sandbox, Release Preview, Beta, Education, Demo, Developer and/or debugger accounts and any other development or test environments are expressly excluded from the calculation of availability.
 - 1.1.6 Services Levels



Product module not working (technical errors)	4 Business Working Hours	4 Business Working Days
Product module not generating computations/ (functional errors)	4 Business Working Hours	Since payroll computation is time sensitive, any errors due to software bug will be rectified within 1 day or as per mutual agreement.
Product module access speeds	4 Business Working Hours	If the access speed is due to ZingHR's infrastructure, the responsibility to rectify within 1 day lies with ZingHR.

Third party vendor / hardware products not covered in this Agreement since they are multi-vendor driven.

Dependency on Customer's computation methods - wrong understanding or wrong inputs can also contribute to errors (called functional errors) apart from Software code bugs/errors (technical errors)

Last Mile Cloud Module Delivery Speeds and Experience happens on Customer IT infrastructure which is not a ZingHR deliverable. ZingHR shall work closely with the Customer to ensure a "required experience" of ZingHR Software.

2. INTELLECTUAL PROPERTY

- 2.1 Both Parties agree that all Intellectual Property Rights in the Software, Documentation and ZingHR Material are retained by ZingHR, and except as set out in this Agreement, nothing in this Agreement grants the Customer any right, title or interest in the Software, Documentation or ZingHR Material.
- 2.2 ZingHR retains all Intellectual Property Rights in modifications to the Software, regardless of whether those modifications are made on the suggestion of the Customer, or if the Customer paid fees for those modifications.
- 2.3 All rights, title and interest in and to any Customer data and Customer systems shall remain the property of and vested in Customer. The Customer grants to ZingHR a license to exercise the Intellectual Property Rights in any Material to the extent required for ZingHR to provide the Software to the Customer, including to use and modify the Material.
- 2.4 Unless expressly prohibited by the Customer in writing, ZingHR may refer to the Customer as its customer (using its name and logo) under this Agreement in a list of customer references, in proposals to third parties, in its annual report or on its website.

3. FEES

- 3.1 In consideration of ZingHR carrying out and performing its obligations and the provision of the Services and the rights granted herein, Customer shall pay ZingHR the Fees as set out in the Proposal.

4. TERM & TERMINATION

- 4.1 Term. This Agreement will commence on the Effective Date and shall automatically renew each year unless terminated by either Party as per the provisions of this Agreement.

Cause of Termination	Notice period
Material Breach of Agreement by either Party	None; after 30-day rectification notice
Insolvency of either Party	None; if insolvency proceedings are not dismissed within 30 days
Breach of Clause 2.2 by the Customer	None
Force Majeure by either Party	None
Change of control by either Party	None

- 4.2 Upon any termination of this Agreement for any reason ZingHR will, at Customer's request destroy or deliver to Customer all the Materials and copies thereof in ZingHR's possessions at the date of termination.
- 4.3 ZingHR is not required to refund any Fees paid in advance by the Customer upon termination of this Agreement.
- 4.4 If the Agreement is terminated for any reason, the Customer will have ninety (90) days period from the date of termination to reactivate the use of the Software upon payment of a reactivation fees.

5. CONFIDENTIALITY

- 5.1 Each of the Parties will keep any and all Confidential Information and utilise it only for the performance of its obligations under this Agreement.

6. INDEMNITY AND LIABILITY

- 6.1 Each Party acknowledges that in addition to any other remedy available at Law or in equity, the other Party is entitled to injunctive relief to prevent a breach of, and to compel specific performance of this Clause.

6.2 ZingHR Indemnity

6.2.1 ZingHR agrees to indemnify, defend and hold harmless the Customer, its directors, officers, employees, affiliates, agents and advisors, from any amount awarded in favour of the third party by the final judgment of a court of competent jurisdiction, in a claim by a third party that the use of the ZingHR Software by the Customer in accordance with this Agreement infringes the Intellectual Property Rights of that party.

6.2.2 Clause 6.3.1 does not apply if a claim results from:

- (i) modifications made to the ZingHR Software by the Customer or at the Customer's direction; or
- (ii) the Customer using the ZingHR Software other than as permitted by this Agreement or in conjunction with a third-party product not provided by ZingHR.

6.3 Limitation of liability

6.3.1 Any liability of ZingHR for any actual loss or damage however caused (including by the negligence of ZingHR), which is actually suffered by the Customer in connection with this Agreement is limited to the Fees paid or payable in one (1) month prior to the claim.

6.3.2 No Party shall be liable to the other Party (whether in contract, negligence, for breach of statutory duty or under any indemnity or otherwise) for any indirect or consequential loss; any financial loss such as loss of profits; loss of earnings; loss of business or goodwill and any type of anticipated or incidental losses.

7. GOVERNING LAW & JURISDICTION

- 7.1 Without any conflict of law principles, this Agreement will be governed by the laws of the country where ZingHR is located. If the Parties fail to resolve the dispute arising out of this Agreement within thirty (30) days, then the Parties may refer the dispute to arbitration which shall be decided in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 with the award of such arbitrator being binding on both the Parties. If any dispute is not settled by the arbitrator, the same shall be taken for settlement in the Court of Law and shall be strictly subject to the jurisdiction of the Courts of Mumbai.

This Agreement may be executed in two or more counterparts, each of which will be considered an original, but all of which will constitute one agreement. AS WITNESS the hands of the duly authorised representatives of the Parties hereto the day and year first before written.

Energys Infotech India Pvt. Ltd.

S.P Sampathy's Siva Sivani Educational Society

Signed:

DS ENERGIS INFOTECH INDIA PRIVATE LIMITED 2
Date: 2023.07.01 10:54:05
+05'30'

Signed:

Name:

Ravi Bajaj

Mamathap
PRINCIPAL
Dr. Mamathap
For S.P. Sampathy's
Siva Sivani Educational Society

