IIT Kanpur Students' Entrepreneurship Policy
Senate Approved Policy Document (Senate Meeting: July 22, 2021)

A committee was constituted by the Director, IIT Kanpur, wide OO/IITK/2021/004 dated January 26, 2021, with the mandate to prepare a comprehensive policy on Students' Entrepreneurship at IIT Kanpur, in line with the guidelines circulated by the Ministry of Education (then MHRD) in September 2019.

Members:

Dr. Sameer Khandekar (ME)   : Chairperson

Dr. Amitabha Bandyopadhyay (BSBE)   : Member

Dr. Deepak Gupta (MSE)   : Member

Dr. B. V. Phani (IME)   : Member

Dr. Pankaj Wahi, Chairperson, SPGC   : Member

Dr. Anand Singh, Chairperson, SUGC   : Member

Mr. Nikunj Kothari, President, Student Gymkhana   : Member

Five committee meetings were held as follows:

- Meeting #1: February 02, 2021

- Meeting #2: February 18, 2021

- Meeting #3: March 03, 2021

- Meeting #4: March 26, 2021

- Meeting #5: April 16, 2021

The recommendations of the committee are delineated hereunder.

Preamble

The National INNOVATION and STARTUP Policy for Students and Faculty members of institutes of Higher Education Institutions (HEIs) has been framed in September 2019 by the Ministry of Education, Government of India (then Ministry of Human Resources and Development) to enable the institutes to actively engage students, faculty members, and staff in innovation and entrepreneurship related activities.

The referred policy document is available at:
https://mic.gov.in/assets/doc/startup_policy_2019.pdf

The aim of the national policy is also to bring uniformity across HEIs in terms of ownership management of the intellectual property, technology licensing, and institutional startup policy, thus enabling creation of a robust innovation and start-up ecosystem across all HEIs.

All HEIs are expected to frame guidelines and policies in line with the above referred document.

IIT Kanpur already has a well-developed ecosystem for nurturing innovation, entrepreneurship, and intellectual property, which has been operational since 2001, in the form of SIDBI Innovation and Incubation Center (SIIC). Recently, in early 2018, several activities of this ecosystem have been brought under the ambit of a Section 8 company, i.e., Foundation for Innovation and Research in Science and Technology (FIRST).

Many of the recommendations of the National INNOVATION and STARTUP Policy for Students and Faculty 2019 are already in place and actively operating at the Institute. For example, the Institute has a governance model for the technology incubator, and norms and policies for persons (any Indian Citizen) interested in establishing a startup, and desirous of incubating it at the Institute, is well established and operational. Infrastructure for IP management is already existing and functional. The Institute also has a Faculty Entrepreneurship Policy under which faculty members of the Institute can start a company while continuing as regular employees of the Institute.

At present, the Institute does not have a Student Entrepreneurship Policy. This committee has deliberated in depth over the issue, its need and importance in contemporary times. The recommendations of the committee are given below. The aim is to establish governance rules, operating procedures, and regulatory framework to systematically promote the Institute students at all levels to initiate, pursue, manage, and prosper with their innovative ideas and to commence well thought-out and directed activities which may lead to development of entrepreneurship and entrepreneurial mind-set during their academic tenure at the Institute.

Need Statement

Aspirations of the country, to play a major role in the world economy in this century and beyond, requires systematic and coordinated efforts at all levels. To take maximum advantage of the present demographic distribution and the creative zeal of the youth, systems and enabling mechanisms need to be established and strengthened at educational institutions, especially of higher technical learning, so that the young minds are catalyzed into an innovation and entrepreneurship mindset early on during their student life. Such initiatives need to take the center stage of academic discourse so as to bring about a societal change in the attitude towards entrepreneurship.

In the recent past, there is a definitive rise in the number of technology startups in India, especially by young entrepreneurs, with a background in professional and technical fields.

Several promotional initiatives in this direction are slowly but surely making a visible impact on the society. The Institute has also been wholeheartedly promoting entrepreneurship awareness among students in the campus. Also, several student managed bodies like E-Cell are active in the campus, conducting activities like conferences, seminars and talks throughout the year to create sensitization among the students on various aspects of innovation and entrepreneurship. These efforts have certainly resulted in an enhanced level of awareness as well as excitement among the student community on venturing into entrepreneurial activities.

The developing atmosphere in the Institute, as well as the country as a whole, has made a strong case for IIT Kanpur to showcase its strength in providing leadership by creating a strong and sustainable Student Entrepreneurship Policy. This will allow the students to meaningfully engage in innovation and entrepreneurship activities while their tenure as a student at the Institute. The policy needs to facilitate and empower all the stakeholders, with a clear goal of promoting entrepreneurial spirit, and yet not diluting the academic standards and pedagogical goals of the involved individuals, which constitute the core essence of the Institute. Hand holding of students in their ventures, nurturing their innovative ideas, and offering new possibilities for them to form collaborative platforms within the Institute and beyond to initiate entrepreneurial activities, is indeed vital to serve the growing aspirations of the students.

It is envisaged that such enabling mechanisms as formulated in the Student Entrepreneurship policy, outlined hereunder, will lead to not only an enriching experience for the students during their formative years, but will also lead to commercialize the technical know-how generated in the process.

It is time that the importance of translational research, product development, application of knowledge for the betterment of the society by creating the required value chain and laying the foundations of future unicorns who can create employment opportunities for the Indian population be acknowledged and facilitated by the community.

The proposal to achieve the above-mentioned goals and the policies to facilitate the implementation are delineated below.

1. **Routes to initiate entrepreneurial activities**

   All Institute students can undertake innovation and entrepreneurship activity by following two distinct routes, as per their choice and situation - Route (i): by registering for the semester and opting for IEC credits (as is outlined below), or alternately via, Route (ii): by taking a semester drop for doing innovation and entrepreneurship activities, in which case no IEC credit registration is necessary. Accordingly, the UG/PG manual should recognize undertaking IE activities as a bonafide reason for availing semester leave.

2. Innovation and Entrepreneurship Credit Registration System

(a) On similar lines as PG Thesis Units, it is recommended that the Institute starts 'Innovation and Entrepreneurship Credits' – IEC system.

(b) A dedicated academic committee - **Innovation and Entrepreneurship Credit Management Committee** (**IECMC**) will be responsible for the complete management and implementation of the IE credit system. The committee should preferably have a two-year term with the following members:

- IEC Convener (will broadly function as Convener, DUGC/DPGC)
- Representative of SIIC/FIRST
- Representative of SUGC
- Representative of SPGC
- Faculty Mentor (of the concerned proposal)
- One HoD and/or his/her nominee, preferably from any engineering/management department
- Representative of Student Gymkhana
- One faculty entrepreneur (on rotation, nominated by Chairman Senate)
- One SIIC/FIRST entrepreneur (on rotation, nominated by Chairman Senate)
- Any other expert or mentor, if needed

(c) One unit of IEC will be equivalent to 9 credits.

(d) IECs will not be counted towards graduation requirements. However, IEC will be counted towards the academic load calculation of a semester.

(e) Students can take a combination of normal academic credit load and IECs, within the framework of allowed maximum load, as per the existing UG/PG manual.

(f) In one semester a student can take a maximum of 36 IEC credits

(g) The IEC earning mechanism/choice will be tenable/applicable only until the usual academic credit requirements of the student towards his/her degree program are not completed.

3. Eligibility for IEC registration

(a) UG can commence entrepreneurship activity, i.e. start registering for IECs, after earning credits equivalent to four semesters of normal academic load (two semesters for 2 Year MSc students) as per the template of their respective departments (~200 credits or equivalent).

(b) For PG students: please refer to Section #14 for specific additional PG related issues.

(c) Registration for IEC credits will be allowed only when a student is not on AP at the time of academic registration and was also not on AP/DP/Warning/ in the immediate previous semester. After having registered for IECs, if a student comes in AP/DP/Warning in between the running semester, he/she will be immediately deregistered from the ongoing IECs.

(d) If a student accumulates a total of 4 X grades in IECs, then he will not be eligible for registering to any further IECs.

(e) The total residential time allowed for the completion of the degree program, as per the UG/PG manual will continue to be applicable.

4. Scope of activities permissible under IEC

(a) It is understood that all activities and actions performed under the ambit of IECs are emanating from exchange of ideas, experiences, academic instructions, discourses, training and other skilling, pedagogical activities which the students/mentors have undergone/undertaken directly or indirectly as part of their association with the Institute. All submitted proposals will be scrutinized to ensure that there is value addition to the community. Hence, the entire gamut of work performed as part of IECs should lead to fulfilment of the ethos, goals, vision, and aspirations of the Institute. No activity which violates the spirit of this clause will be permitted as part of IECs.

(b) Valid activities for IECs may be broadly categorized into (i) activities where a student is undertaking work which is not amounting to registering any company/entity with the competent governmental authority, and ii) activities which involves registration of a company/entity, wherein the student(s) takes up the role of a signing authority in the management of the company/entity. It is recommended that whenever a student or a group is interested to register a company, it should be treated as a full time activity requiring 36 credits of IEC registration.

(c) For those students desirous of earning IE credits not involving the registration process of a company/entity and becoming the signing authority of the company/entity, IECs can be earned in several ways. Some of the ways are described here - more can be added/envisaged at a later stage, as per the need and justification. The activities under the innovation and entrepreneurship proposals can be related to any combination of the following: product development, translational research, market survey and assessment, technology assessment, engineering design calculations, preparation of drawings, user survey, fabrication of artifacts, technology demonstration models, simulations, creating business pitches, TRL upgradation of existing solutions, patent filing/writing, patent survey, research/development proposal document writing, or any other activity as

communicated by the IECMC from time to time (every such activity which does not involve the students(s) to be a signing authority in an entity).

(d) IECMC is expected to ensure that IE activities proposed by the students for earning credits are fairly original, authentic, novel, and worthy of pursuit. The proposed work by the students is expected to generate new knowledge, novel translational research, or product/process/ algorithm/ technology development/ readiness level and add value to the Institute.

(e) With regards to any type of work engagement with already existing startups, only those activities which are proposed on an equity basis can be treated as permissible for earning IECs. Merely undertaking technical work/extension work activity on an existing idea or theme of another start-up or a company, or one which is already being incubated at IIT Kanpur cannot be considered as part of IEC earning. Routine engineering/developmental project work lacking novelty is to be strictly discouraged as part of IEC activity.

5. IEC credits - Proposal submission and administration

(a) Proposals for work to be executed to earn IECs will be submitted by the individual student. IEC proposals can also be submitted by a group of students working under a mentor(s) with a clear work distribution, and hence a clear credit distribution among them, for each involved group member. Student(s) will submit a proposal in a prescribed format to the IECMC and will be judged against the goals/targets as specified in the proposal. The IECMC will design a standard format for submission of the proposals.

(b) The flowchart of proposal submission by the students for earning IEC credits will be as follows:

(i) → (i) All proposals should be submitted to IECEM, who will forward it to FIRST for preliminary scrutiny, evaluation of technical/business plan, ensuring that there is sufficient novelty, depth, and rigour in the proposal, and help the applicants improve the proposal via an iterative process, as deemed necessary. FIRST should evolve mechanisms for improving the proposals and may get opinions from suitable faculty/experts/mentors/agencies for the refinement of the proposal. Such a process can start well in advance of the semester in which students actually want to register for the IECs.

(ii) → (ii) The deliberations at FIRST, with cleaned-up proposals and deliverables therein, will be forwarded to the IECMC.

(iii) → (iii) IECMC will undertake detailed due diligence of the proposal and ensure that the nature and amount of work conceived in the student proposal is commensurate with the requirements of the proposed IE credits for which the student intends to register. It may provide further comments and suggestions to improve the proposal.

(iv) → (iv) Once the proposal is finalized and credits are recommended for registration, then IECMC will be responsible for all the future monitoring of the IECs offered to students during a semester. It will take necessary inputs from the mentor(s)/other persons involved with the project, from time to time. Procedures will be put in place to ensure periodic reviews so as to get continuous evaluation of the proposed work, as done for other regular courses of the Institute.

(c) The above flow-chart (i) through (iv) will be applicable for all the fresh proposals in every semester, as well as all continuing/ carried-forward proposals (if any), going from one semester to the next. The latter, i.e., any continuation or carry forward work or activity will always be treated as a fresh proposal in the next semester. Hence, the IE credit activity, as any other academic activity of the Institute, is conceived to be commencing and getting completed in one semester (from registering of credit(s) to submission of grade(s)).

(d) The proposals from student(s)/ student groups, for registering for IECs must be received by IECMC, well in advance of the date of pre-registration of the forthcoming semester. The proposal should be routed through the mentor or advisor, DUGC/DPGC (as the case may be) of the parent department and the thesis advisor (in case of PG students). This will allow the committee to scrutinize and give approval (or otherwise, as the case may be) for the student to register for IECs. The calendar of activities under IECs should be framed and linked with the academic calendar of the Institute.

(e) The committee will also be responsible for providing the required 'No Dues' certificate to all the students before graduation.

6. IEC credits: Grading and reporting

(a) IEC-credits will be graded as satisfactory/unsatisfactory (S/X).

(b) Official Instructor in-charge of all IECs will be the convener of IECMC. Grading will be recommended by the mentor(s).

(c) The convener of the IECMC will be responsible for submission of the grades to the DOAA office.

(d) Man hours of activity under EC-credits will be commensurate with/ treated as equivalent to normal academic course workload having equivalent credits.

(e) Grades obtained in IECs (satisfactory/unsatisfactory) will appear in the official transcripts under "Innovation and Entrepreneurship Activity".

(f) As and when required, the committee will liaise with other units of the Institute to facilitate the smooth execution of the work proposed by the students to complete the credit requirements. It is expected that all students registered for IECs can expect to get the required support from the Institute units such as SIIC, various embedded incubators, Imagineering/tinkering laboratory, material characterization and testing facilities, Microscopy/Central characterization laboratories etc. as per the usual norms of operations of these units/laboratories/facilities for the Institute students.

7. Role of Mentors

(a) All students involved in innovation and entrepreneurial activities, i.e., desirous of registering for IECs must work with at least one faculty mentor from the institute. It is expected that the degree of involvement of a faculty mentor in the student IE activity or venture may vary from case-to-case. The faculty mentor may therefore play the role of an 'active mentor' or only as an 'administrative mentor'. In case of the former role of the faculty member, additional external active mentor(s) must be opted/invited, as per the need and justification. If the faculty mentor has only an administrative role, it is understood that active mentorship will come from external mentors.

(b) Students should make all possible efforts to find an institute faculty mentor. In those cases where such an arrangement is not possible, the Convener, IECMC, may act as an 'administrative mentor'.

(c) The role of the mentor(s) is to help the student(s) achieve their goals, provide technical/business/ other necessary support and guidance, carry out liaising activity with the other units of the Institute, act as an invited member of the IECMC, recommend IEC grades, recommend long/short leave, and provide all necessary administrative support so that the IE credit requirements of the mentees are properly completed.

(d) The faculty mentor (active or administrative) is expected to provide inputs to the IECMC on the progress of the student and to recommend the IEC grades of the mentees to the Convener, IECME, in due consultation with all other mentor(s).

(e) If a student opts to take a semester leave for undertaking IE activities, he/she can choose to have external mentor(s) only. In this case, Convener IECME will liaison with the external mentor(s), as and when required, and setup a feedback mechanism.

8. Rights and obligations of students registering for IECs

(a) Obligations and duties, and all rules and regulations, will be applicable in the usual way as per the UG/PG manual and other directives of the Institute from time to time, while undertaking IE activities.

(b) All students who register for partial or full IECs will be treated as regular students at the Institute. Accordingly, they will get all the routine facilities which any registered student is expected to receive from the Institute.

(c) It is understood that IEC activities are over and above the regular academic activities of the students. In addition, there are financial and legal implications associated with registering start-ups. Hence, for all UG students desirous of registering for 36 IECs credits in a semester, formal approval from parents/guardians will be mandatory. This will also apply to all those students who are desirous of taking a semester leave (without registering for any IECs) to undertake bonafide IE activities. For cases where a student registers for less than 36 IECs, the committee may, at its discretion, still insist on a formal approval from parents/guardians for the student to register for IECMC credits, on a case-to-case basis.

(d) While performing any of the activities towards earning IE Credits, the onus of compliance with the law of the land and financial discipline will be on the student(s). Assistance to the degree possible will be provided by the Institute as per the need of individual student(s). IECMC will provide the necessary guidance from time to time to facilitate compliance. The faculty mentor(s) and the other mentors(s), if any, are also expected to provide guidance and support to the extent possible.

(e) For all cases where a student (or student group) has not registered a company as part of IEC credits, no additional financial remuneration in any form, other than what is presently allowed under the part-time job policy for Institute students, will be admissible as part of the work assignment being undertaken inside or outside the Institute.

(f) For those cases where revenue is earned by a registered student company, the utilization of such generated additional funds will be decided by the company management.

(g) All disciplinary actions related to IEC management will be treated in the usual way as per the Institute rules.

(h) Students registered for 36 IE credits in one semester or those taking semester leave(s) for innovation and entrepreneurship activities (without registering for IECs) will be eligible for deferred placement option, as per the existing Institute norms.

(i) IECMC may apply APEC rules for the limited purpose of taking back the permission to register the company and/or recommending a change in the management structure of the company so as to free the concerned student to complete his primary academic responsibility towards his/her degree program.

9. Travel/ Leave rules for IEC registered students and semester leave

(a) Students registered for partial IE credits in a semester (< 36) may also undertake travel related to innovation and entrepreneurship activity, as per the existing norms of the UG/PG manual. Due approval, as per the applicable manual is needed.

(b) Students registered for 36 IECs may also propose to travel to meet different mentors, technology advisors, facilitators, alumni, and other resource persons. They can visit industries, SEZs, undertake specialized training, and travel for any other legitimate business/entrepreneurship/innovation related activities. IECMC will recommend the necessary out of station leave for such activities to SUGC/SPGC, as per the case. For such students, UG/PG manual will need necessary changes/ addenda to cover all possibilities which are tenable.

(c) Those students who propose to register for 36 credits and want to travel for a time larger than what is allowed in the UG/PG manual, will have to put their requirements in the proposal at the time of IEC proposal submission. It will be approved at the time of registration itself by SUGC/SPGC, on recommendations of the IECMC.

(d) Students who would like to take a semester leave for bonafide innovation and entrepreneurial activities, without registering for any IEC credits will also be allowed to do so. Such proposals will also be vetted and recommended by IECMC, in the usual manner as described above. Accordingly, IECMC will be the recommending two types of leaves (i) long/short leave with IEC registration (similar to the Academic Leave) (ii) Semester leave without any registration of IECs. This provision should be duly reflected/included in the UG/PG manual.

10. IP Management under IECs

(a) In cases where intellectual property is being created and/or involved students are interested to file any type of patent/copyright, etc., such applications will also be routed through the mentor and/or advisor, DUGC/DPGC of the parent department and the thesis advisor (in case of PG students). Such applications will be recommended by the IECMC to the competent committee of SIIC/FIRST, as per the existing norms of patent filing and IP protection of the Institute.

(b) The IP management policy of the Institute will be followed for student entrepreneurship also as and when applicable. The current procedures and practices be relooked/reviewed for more clarity and flexibility in terms of encouraging students to come forward and register a patent through the IITK route.

(c) When the IP is registered in the name of IIT Kanpur, the first right of purchase/refusal/ licensing will vest with the inventor, subject to fair market value.

(d) In those cases where the innovation and entrepreneurship work, and related research and development activities proposed by a student or a student group, are in continuation of any previous work/project/thesis/knowledge generated by any other person, mentor(s), faculty member(s) or any previous student(s), who is either presently registered at the Institute, or has completed his/her studies/tenure and has left the Institute, then, an explicit NoC or a MoU with all such stakeholders of the existing intellectual property will be required. A declaration to this effect will be submitted at the time of credit registration.

(e) An undertaking/MoU of the IP sharing arrangement, possibly emanating out of the work between the registering student(s), mentor(s) and any other person(s) or entity(ies) involved in the IEC activity is mandatory.

11. Funding requirements/ Budget allocation to operate IEC credits

(a) Institute should make a separate budget provision for operating IECs. Outlay can come from the Institute budget or a separate corpus which is created to support innovation and entrepreneurship activities for students. It should be administered and separately audited by FIRST/Dean R&D, as deemed convenient by the Institute.

(b) The fund may be used to hire additional manpower and for consumables. With time, some select student projects on innovation and entrepreneurship (limited to only those IEC activities where company registration is not part of the proposal) may also be funded from the corpus. Separate policies should be framed by IECMC for the administration of such funding support to students.

(c) Any corpus fund related to these IEC activities should be independently administered, managed, and audited under FIRST/Dean (R&D), as deemed feasible by the Institute.

(d) Fund received from any external agencies for carrying out innovation and entrepreneurial activities should be managed by a sub-committee of IECMC. The funds can be parked with FIRST/DORD, as per suitability and convenience.

12. Minor in 'Innovation and Entrepreneurship'

(a) The committee recommends that the Institute should facilitate award of *Minor in Innovation and Entrepreneurship* to students who successfully earn a certain number of IE credits. Modalities and scope of implementing such a possibility should be independently worked out. It should be noted that at present, the IECs are recommended to be only graded as Satisfactory /Unsatisfactory.

(b) Such a Minor Program in IE can run concurrently, yet independently, with the other minor degree programs already being executed by other departments.

(c) Some departments/ IDPs may also recognize IECs earned by students as part of the requirements of their own minors, or part of their basket of credits/courses towards obtaining a certain minor which they are offering. This will also enhance innovation and entrepreneurship activities among students.

13. Equity management of student companies

(a) All incorporated limited liability entities under this policy have to assign a minimum of 5% equity to IIT Kanpur.

(b) The evaluation committee may at its discretion after due diligence assign up to an additional 4.5% equity to IIT Kanpur over and above the mandated minimum stated above while recommending the setting up of an entity under this policy.

(c) Faculty member(s) can be a promoter/director of this entity, but if he/she/they are holding this position in an executive role then this entity would be deemed as a faculty company and the Faculty Entrepreneurship Policy will be invoked for all intents and purposes. In addition, if the faculty member is not a promoter and/or in an executive role in the entity, even then IECMC may assign a higher level of equity to IIT Kanpur based on its internal assessment on (i) engagement level of faculty member in the entity and, (ii) level of intended utilization of resources of the Institute (iii) Any other justifiable reason deemed appropriate. If a faculty member is purely in the role of a mentor, then no additional equity consideration may be applicable.

(d) The promoters (student entrepreneurs) at their discretion and with mutual consent with stakeholders may assign appropriate equity to a faculty member/mentor.

14. Additional recommendations applicable for PG students

(a) Eligibility:

- Ph.D. students will be allowed to register for IEC credits only after they have successfully completed their comprehensive examination.

- Masters' students (MT/MSR/MSc 2 YR as well as 5 year) will be allowed to register for IEC credits after their usual/normal credit requirements as per the parent departmental norms, e.g., 27 or 36 credits of the first semester have been earned.

(b) All PG students must take permission from their Supervisor/DPGC/DUGC, as applicable before registering for IEC credits. The permission order must also provide details on the stipend status of the scholar, whether the student will receive stipend from the Institute or not, expected TA work or exemption from the TA work, as applicable, and other relevant riders deemed necessary by the Supervisor/DPGC/DUGC. A suitable form may be designed to cover all the issues.

(c) If and when PG students receiving stipend from the Institute (e.g. MHRD/MoE) receives any remuneration from the start-ups/any other agency/company in lieu of the work being done/proposed as part of proposed IECs, they would cease to receive the Institute stipend. In case this external remuneration is stopped, the student may again apply for receiving the stipend from the Institute, if eligible. The total number of months paid through Institute stipend shall remain as per the existent policy. The fee and other dues payable for the semesters will remain the same irrespective of whether the student was on Institute stipend or receiving remuneration from other sources for undertaking IEC credits.

(d) In all cases, formal approval from Supervisor/DPGC/DUGC, as applicable, will be required as regards the financial arrangement. It is expected that the normal TA duty assigned to the scholar will be executed by the scholar for all the months in which he/she receives the stipend from the Institute. In the period in which no Institute stipend is paid to the student, TA duty may not be normally assigned.

(e) In those cases where the stipend/fellowship of PG students is received from external sources other than MHRD/MoE, the conduct and administrative rules and regulations of the funding agency will be applicable and supersede all other clauses of this policy.

15. Periodic review of this policy

(a) The committee recommends that this policy be reviewed every two years by competent authority to check its efficacy in promoting IE activities among students. In the initial period, reviews may be undertaken more frequently. Need based course corrections may be appropriately undertaken from time to time after taking feedback from all stakeholders.

Dr. Sameer Khandekar
Chairperson

Dr. A. Bandyopadhyay
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Dr. Deepak Gupta
Member

Dr. B. V. Phani
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Dr. Pankaj Wahi,
Chairperson SPGC, Member

Dr. Anand Singh,
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Mr. Nikunj Kothari, President (Ex), Student Gymkhana, Member

Dated: July 09, 2021

(End of report)