# RAILTEL CORPORATION OF INDIA LIMITED

(A Govt. of India Undertaking)

# Expression of Interest for Selection of Partner from Empaneled Business Associate for EXCLUSIVE PRE-BID TEAMING ARRANGEMENT

For

"Procurement Of Secure Cellular Mobile Communication
Devices With Associated Centrally Managed Security Solutions
For Defense Project"

EOI No: RailTel/EOI/COMKTG/EB/2022-23/11 dated 16th October 2022

#### **EOI NOTICE**

#### RAILTEL CORPORATION OF INDIA LIMITED

(Plate-A, 6th Floor, Office Tower-2, NBCC Building, East Kidwai Nagar, New Delhi 110023)

# EOI Notice No: RailTel/EOI/COMKTG/EB/2022-23/11 dated 16th October 2022

RailTel Corporation of India Ltd., (here after referred to as "RailTel") invites **Expression of Interest** from RailTel's Empaneled Partners for the selection of suitable partner as Exclusive pre bid teaming arrangement for Procurement Of Secure Cellular Mobile Communication Devices With Associated Centrally Managed Security Solutions For Defense Project.

#### The details are as under:

| 1 | Last date for submission of Technical Packet against | 18 <sup>th</sup> October 2022 at 11:00 |
|---|--|--|
|   | EOIs by bidders                                      | Hours                                  |
| 2 | Opening of Technical Bid of EOIs                     | 18 <sup>th</sup> October 2022 at 11:15 |
|   |  | Hours                                  |
| 3 | Number of copies to be submitted for scope of work   | One                                    |
| 4 | EOI fees inclusive tax (Non-refundable)              | Rs. 5,000/-                            |
| 5 | EMD for Pre-Bid Arrangement                          | Rs. 10,00,000/-                        |

The EMD should be in the favor of RailTel Corporation of India Limited payable at Delhi through online bank transfer. Partner needs to share the online payment transfer details like UTR No. date and Bank along with the proposal.

RailTel Bank Details: RailTel CO Collection A/c , Union Bank of India, Account No. 340601010050446, IFSC Code - UBIN0534064.

Eligible Business Associates are required to direct all communications related to this Invitation for EoI document, through the following Nominated Point of Contact persons:

<u>Level:1</u> Contact: Vrishad Shahade Designation: Senior Manager/Marketing Email: <u>vrishad.shahade@railtelindia.com</u>

Contact: +91-9717644181

<u>Level:2</u> Contact: Anand Chandel

Designation: Jt. GM/NTP

Email: a.chandel@railtelindia.com

Level:3 Contact:

Designation: Addl. GM/EB

Email: shashi\_uppal@railtelindia.com

#### Note:

- 1. Empaneled partners are required to submit soft copy of technical packet through an e-mail at <a href="mailto:eoi.ebco@railtelindia.com">eoi.ebco@railtelindia.com</a>, duly signed by Authorized Signatories with Company seal andstamp.
- 2. The EOI response is invited from eligible Empaneled Partners (Business Associate) of RailTel only. consortium is not allowed.
- 3. All the document must be submitted with proper indexing and page no.
- 4. This is an exclusive pre RFP partnership arrangement with empaneled business associate of RailTel for participating in the end customer RFP. Selected partner's authorized signatory has to give an undertaking they will not submit directly or indirectly theirbids and technocommercial solution/association with any other Organization once selected in this EOI for pre-bid teaming arrangement (before and after submission of bid to prospective Organization by RailTel). This undertaking has to be given with this EOIResponse.
- 5. **Transfer and Sub-letting**. The Business Partner has no right to give, bargain, sell, assign or sublet orotherwise dispose of the Contract or any part thereof, as well as to give or to let a third partytake benefit or advantage of the present Contract or any part thereof.
- 6. Relevant technical and commercial specification of RFP documents of end Customer Organization can be **shared** to the authorized person of Business Associate on submission of proof of EOI fees for Rs. 5000/-, EOI -EMD of Rs. 10,00,000/- and Non Disclosure Undertaking (NDU) Document as per (Annexure-6 of this EOI) to RailTel.

#### 1. Introduction about RailTel:

RailTel Corporation of India Limited (RailTel), an ISO-9001:2000 organization is a Mini Ratna Government of India undertaking under the Ministry of Railways. The Corporation was formed in Sept 2000 with the objectives to create nationwide Broadband Telecom and Multimedia Network in all parts of the country, to modernize Train Control Operation and Safety System of Indian Railways and to contribute to realization of goals and objective of national telecom policy 1999. RailTel is a wholly owned subsidiary of Indian Railways.

RailTel has approximately 60000 kms of OFC along the protected Railway tracks. The transport network is built on high capacity DWDM and an IP/ MPLS network over it to support mission critical communication requirements of Indian Railways and other customers. RailTel has Tier-III Data Center in Gurgaon and Secunderabad hosting / collocating critical applications. RailTel is also providing Telepresence as a Service (TPaaS), where a High Definition Video Conference facility bundled with required BW is provided as a Service.

For ensuring efficient administration across India, country has been divided into four regions namely, Eastern, Northern, Southern & Western each headed by Executive Director and Headquartered at Kolkata, New Delhi, Secunderabad & Mumbai respectively. These regions are further divided into territories for efficient working. RailTel has territorial offices at Guwahati, & Bhubaneswar in East, Chandigarh, Jaipur, Lucknow in North, Chennai & Bangalore in South, Bhopal, and Pune & Ahmedabad in West. Various other territorial offices across the country are proposed to be created shortly.

RailTel's business service lines can be categorized into three heads namely B2G/B2B (Business to Government and Business to Business) and B2C (Business to customers):

#### Licenses & Service portfolio:

Presently, RailTel holds Infrastructure Provider -1, National Long Distance Operator, International Long Distance Operator and Internet Service Provider (Class-A) licenses under which the following services are being offered to various customers:



#### a) Carrier Services

- National Long Distance: Carriage of Inter & Intra -circle Voice Traffic across India using state
  of the art NGN based network through its Interconnection with all leading Telecom Operators
- Lease Line Services: Available for granularities from E1 to multiple of Gigabit bandwidth& above
- Dark Fiber/Lambda: Leasing to MSOs/Telco's along secured Right of Way of Railway tracks
- Co-location Services: Leasing of Space and 1000+ Towers for collocation of MSC/BSC/BTS of Telco's

#### b) Enterprise Services

- Managed Lease Line Services: Available for granularities from E1, DS-3, STM-1 & above
- MPLS VPN: Layer-2 & Layer-3 VPN available for granularities from 2 Mbps& above
- Dedicated Internet Bandwidth: Experience the "Always ON" internet connectivity at your fingertips in granularities 2 Mbps to several Gbps
- c) DATA CENTER Infrastructure as a services (IaaS), Hosting as Services, Security operation Centre as a Service (SOCaaS): RailTel has MeitY empaneled two Tier-III data centres in Gurgaon & Secunderabad. Presently RailTel is hosting critical applications of Indian Railways, Central & State government/ PSUs applications. RailTel will facilitate Government's applications / hosting services including smooth transition to secured state owned RailTel's Data Centers and Disaster Recovery Centres. RailTel also offers SOC as a Service 'SOCaaS'. In addition, RailTel offers VPN client services so that employees can seamlessly access government's intranet, applications securely from anywhere without compromising security.
  - National Long Distance: Carriage of Inter & Intra -circle Voice Traffic across India using state
    of the art NGN based network through its Interconnection with all leading Telecom Operators
  - Lease Line Services: Available for granularities from E1 to multiple of Gigabit bandwidth& above
  - Dark Fiber/Lambda: Leasing to MSOs/Telco's along secured Right of Way of Railway tracks
  - Co-location Services: Leasing of Space and 1000+ Towers for collocation of MSC/BSC/BTS of Telco's
- d) High-Definition Video Conference: RailTel has unique service model of providing high definition video conference bundled with Video Conference equipment, bandwidth and FMS services to provide end to end seamless services on OPEX model connecting HQ with other critical offices. RailTel also offers application-based video conference solution for employees to be productive specially during this pandemic situation.

#### e) Retail Services - RailWire

RailWire: Triple Play Broadband Services for the Masses. RailTel has unique model of delivering broadband services, wherein local entrepreneurs are engaged in delivering &

maintaining broadband services and up to 66% of the total revenues earned are shared to these local entrepreneurs in the state, generating jobs and revitalizing local economies. On date RailTel is serving approx. 4,80,000+ subscribers on PAN Indian basis. RailTel can providebroadband service across—Government PSU or any Organization's officers colonies and residences.

# 2. Project Background and Objective of EOI

RailTel intends to participate in RFP floated by An Indian Organization for Procurement of Secure Cellular Mobile Communication Devices With Associated Centrally Managed Security Solutions for Defense project.

RailTel invites EOIs from RailTel's Empaneled Partners for the selection of suitable partner for participating in above mentioned work for the agreed scope work. The empaneled partner is expected to have excellent execution capability and good understanding customer local environment.

# 3. Scope of Work

The scope of work is as mentioned in the end Customer Organization RFP for Procurement of Secure Cellular Mobile Communication Devices With Associated Centrally Managed Security Solutions for Defense Project.

In case of any discrepancy or ambiguity in any clause / specification pertaining to scope of work area, the RFP released by end customer organization shall supersede and will be considered sacrosanct. (All associated clarifications, response to queries, revisions, addendum and corrigendum, associated prime service agreement (PSA)/MSA/SLA also included.)

Business Associate shall submit the bid for entire scope of work mentioned in end customer RFP.

Business associate can participate only as a sole bidder.

Special Note: RailTel may distribute the scope of work among the selected BA/s OR retain some portion of the work mentioned in the end organization RFP where RailTel has competence so that overall proposal becomes most winnable proposal.

# 4 Response to EOI guidelines

# 4.1 Language of Proposals

The proposal and all correspondence and documents shall be written in English in soft copy through an email.

#### 4.2 RailTel's Right to Accept/Reject responses

RailTel reserves the right to accept or reject any response and annul the bidding process or even reject all responses at any time prior to selecting the partner, without thereby incurring any liability to the affected bidder or Business Associate or without any obligation to inform the affected bidder or bidders about the grounds for RailTel's action.

#### 4.3 EOI response Document

The bidder is expected to examine all instructions, forms, terms and conditions and technical specifications in the bidding documents. Submission of bids, not substantially responsive to the bidding document in every aspect will be at the bidder's risk and may result in rejection of its bid without any further reference to the bidder.

All pages of the documents shall be signed in ink by the bidder including the closing page in token of his having studies the EOI document and should be submitted along with the bid.

# 4.4 Period of Validity of bids and Bid Currency

Bids shall remain valid for a period of 180 days from the date LOI issued by the end Customer Organization for which bid is going to submit.

#### 4.5 Bidding Process

The bidding process as defined in para 4.10 & 6.

# 4.6 Bid Earnest Money (EMD)

- 4.6.1 The Business Associate shall furnish a sum as given in EOI Notice via online transfer from any scheduled bank in India in favour of "RailTel Corporation of India Limited" along with the offer. This will be called as **EOI EMD.**
- 4.6.2 Offers not accompanied with valid EOI Earnest Money Deposit shall be summarily rejected.
- 4.6.3 In case of Business Associate's offer is selected for bidding, a BA has to furnish Earnest Money Deposit (for balance amount as mentioned in the customer's Bid as and if applicable) for the bid to RailTel amounting Rs. 190 lakhs. The selected Business Associate shall have to submit a Bank Guarantee against EMD in proportion to the quoted value/scope of work to RailTel before submission of bid to end customer as and if applicable.
- 4.6.4 Return of EMD for unsuccessful Business Associates: EOI EMD of the unsuccessful Business Associate shall be returned without interest after completion of EOI process.
- 4.6.5 Return of EMD for successful Business Associate: EOI-EMD & Earnest Money Deposit (balance proportionate EMD) if applicable, of the successful bidder will be discharged / returned as promptly as possible after the receipt of RailTel's EMD/BG from the Customer and or on receipt of Security Deposit Performance Bank Guarantee as applicable (clause no. 4.7) from BusinessAssociate whichever is later.
- 4.6.6 Forfeiture of EOI EMD or EOI EMD & EMD (balance proportionate EMD) and or Penal action asper EMD Declaration:
  - a) The EOI EMD may be forfeited and or penal action shall be initiated if a Business

- Associate withdraws his offer or modifies the terms and conditions of the offer during validity period.
- b) In case of non-submission of SD/PBG (as per clause no. 4.7) lead to forfeiture of EOI EMD, EMD (balance proportionate EMD) if applicable and Integrity Pact BG and or suitableaction as prescribed in the EMD Declaration shall be initiated as applicable.

# 4.7 Security Deposit / Performance Bank Guarantee (PBG)

- 4.7.1 In case the bid is successful, the PBG of requisite amount proportionate to the agreed scope of the work will have to be submitted to RailTel.
- 4.7.2 As per work share arrangements agreed between RailTel and Business Associate the PBG will be proportionately decided and submitted by the selected Business Associate.

#### 4.8 Last date & time for Submission of EOI response

EOI response must be submitted to RailTel at the email address specified in the preamble not later than the specified date and time mentioned in the preamble.

### 4.9 Modification and/or Withdrawal of EOI response

EOI response once submitted will treated, as final and no modification will be permitted except with the consent of the RailTel.

No Business Associate shall be allowed to withdraw the response after the last date and time for submission.

The successful Business Associate will not be allowed to withdraw or back out from the response commitments. In case of withdrawal or back out by the successful business associate, the Earnest Money Deposit shall be forfeited and all interests/claims of such Business Associate shall be deemed as foreclosed.

#### 4.10 Details of Financial bid for the above referred tender

Business Associate meeting eligibility criteria and securing **highest score in evaluation criteria** (Annexure-A) will be selected for exclusive pre-bid arrangement for optimizing technical and commercial solution so that most winnable solution is submitted to end customer.

In case if there are Two or more Business Associate meeting eligibility criteria and securing equal marks in the evaluation criteria, then price bid will be sought from these BA s in the second stage for the given scope of the work and BA with overall lowest (L1) offer will be selected for exclusive pre bid arrangement for optimizing technical and commercial solution.

The final bid for the tender will be prepared jointly with the selected Business Associate so that the optimal bid can be put with a good chance of winning the Tender.

#### 4.11 Clarification of EOI Response

To assist in the examination, evaluation and comparison of bids the purchaser may, at its discretion, ask the Business Associate for clarification. The response should be in writing and no change in the price or substance of the EOI response shall be sought, offered or permitted.

# 4.12 Period of Association/Validity of Agreement

RailTel will enter into a pre-bid agreement with selected bidder with detailed Terms and conditions.

#### 5. Eligibility Criteria for Bidding Business Partner of RailTel

| S<br>No. | Particulars  | Criteria for Tender Package (Mandatory Compliance & Document Submission)  |
|----------|--|---|
| A)       | Financial Conditions   |   |
| i)       | Business Associate should be registered under Companies Act, 1956 or Companies Act 2013 or as amended and should have at least 3 years of operations in India as on bid submission date. | -   |
| ii)      | Business Associate must have minimum cumulative turnover of Rs 390 Cr. during the last three financial years (i. e. FY 2019-20, FY 2020-21, FY 21-22).                                   | Chartered Accountant. Certificate should  |
| iii)     | Business Associate should also have a positive net worth & be profitable in the last 3 financial years (FY 2019-20, FY 2020-21, FY 21-22)  | Positive Net Worth and Profitability Certificate issued by the CA for the last three financial years (FY 2019-20, FY 2020-21, FY 21-22). Certificate should containUDIN no. issued by ICAI. |

| S<br>No. | Particulars   | Criteria for Tender Package (Mandatory Compliance & Document Submission)  |
|----------|---|---|
| B)       | Technical Conditions  |   |
| iv)      | Business Associate should have executed /executing any project for Indian Defense organizations.  | Documentary evidence such as Certificate from Customer for satisfactory services/supply/Payments along with Customer's purchase orders/ work orders etc for completed / ongoing project.  |
| v)       | Business Associate should have credential of executing projects in Telecom /IT/ICT System Integration projects covering supply, installation, testing, commissioning, maintenance of Telecom/IT/ICT/system/equipment and operations in India inlast five years as on EOI submission date asunder: | Documentary evidence such as Certificate from Customer for satisfactory services/supply/Payments along with Customer's purchase orders/ work orders etc of completed / ongoing project mentioning the completed value of the project. |
|          | <ol> <li>Single project of Rs. 156 Cr         OR</li> <li>Two projects each of value of Rs. 104         Cr         OR</li> <li>Three projects each of value of Rs.         78 Cr</li> </ol>   | In case of ongoing project; certificate from CA/Statutory Auditor/Customer to be submitted for completed project value.   |
| vi)      | The BA shall have at least 75 personnel on its payroll.   | Undertaking from authorized signatory or HR Head of the Company on its letter head.   |
| vii)     | Business Associate shall have the following valid ISO & CMMi certifications or with latest amendment: ISO-9001:2008, ISO-20000:2011, ISO-27001:2013, CMMI-3 or above  | Documentary evidence.   |
| C)       | Annexures   |   |
| viii)    | Annexure 1  | <b>Covering Letter:</b> Self-certification duly signed by authorized signatory on companyletter head.   |
| ix)      | Annexure 2  | The Bidder should agree to abide by all the technical, commercial & financial conditions of the end customer RFP for which EOI is submitted.  Self-certification duly signed by authorized  |
| x)       | Annexure 3  | signatory on company letter head.  An undertaking signed by the Authorized Signatory of the company to be provided on letter head. The Bidder should not have beenblacklisted/debarred by any Governmental/Non-Governmental           |

| S<br>No. | Particulars                          | Criteria for Tender Package (Mandatory Compliance & Document Submission)                               |
|----------|--------------------------------------|--|
|          |                                      | Organization in India as on bid submission date.   |
| xi)      | Annexure-4                           | Format for Affidavit to be uploaded by BA along with the tender documents.                             |
| xii)     | Annexure-5                           | Non-disclosure agreement with RailTel.   |
| xiii)    | Annexure-6                           | Non-disclosure Undertaking.  |
| xiv      | Power of Attorney                    | Power of Attorney/ Board Resolution in favour of one of its employees who will sign the Bid Documents. |
| xv       | Additional Documents to be Submitted | Technical Proposal with overview of the project with strength of the Partner.                          |
| D)       | Financial Bid                        | Will be <b>sought separately</b> from the selected BA/ BAs.  |

# Bidder's Profile

The bidder shall provide the information in the below table:

| S.  | ITEM  | Details |
|-----|---|---------|
| No. |   |         |
| 1.  | Full name of bidder's firm  |         |
| 2.  | Full address, telephone numbers, fax numbers, and email address of the primary office of the organization / main / head / corporate office  |         |
| 3.  | Name, designation and full address of the Chief Executive Officer of the bidder's organization as a whole, including contact numbers and email Address                                      |         |
| 4.  | Full address, telephone and fax numbers, and email addresses of the office of the organization dealing with this tender   |         |
| 5.  | Name, designation and full address of the person dealing with the tender to whom all reference shall be made regarding the tender enquiry. His/her telephone, mobile, Fax and email address |         |
| 6.  | Bank Details (Bank Branch Name, IFSC Code, Account number)  |         |
| 7.  | GST Registration number   |         |

#### 6. Evaluation Criteria

- 6.1 Business Associate is first evaluated on the basis of the Eligibility Criteria asper clause 5 above.
- 6.2 Business Associate who fulfills the Eligibility criteria of Bidding BA shall be further evaluated on the basis of Technical Evaluation as per Annexure -A.
- 6.3 Business Associate with **securing highest marks** in Evaluation Criteria (Annexure-A) will be selected for exclusive pre-bid arrangement for optimizing technical and commercial solution so that most winnable solution is submitted to end customer.
- 6.4 In case if there are two or more Business Associate meeting eligibility criteria and securing equal marks in the evaluation criteria, then the price bids will be sought from the business associates in the second stage for the given scope of the work and Business Associate with overall lowest (L1) offer will be selected for exclusive pre bid arrangement for optimizing technical and commercial solution.
- 6.5 RailTel reserves the right to accept or reject the response against this EOI, without assigning any reasons. The decision of RailTel is final and binding on the participants. The RailTel evaluation committee will determine whether the proposal/ information is complete in all respects and the decision of the evaluation committee shall be final. RailTel may at its discretion assign lead factor to the Business Associate as per RailTel policy for shortlisting partner against this EOI.
- 6.6 All General requirement mentioned in the Technical Specifications are required to be complied. The solution proposed should be robust and scalable.

#### 7 Payment terms

- 7.1 RailTel shall make payment to selected partner after receiving payment from Customer for the agreed scope of work. In case of any penalty or deduction made by customer for the portion of work to be done by selected partner, same shall be passed on to selected partner.
- 7.2 All payments by RailTel to the Partner will be made after the receipt of payment by RailTel from end Customer Organization.
- 7.3 Business associate/selected partner understands that if he so selected will be treated as Business associate and not vendor in any manner. It is categorically agreed without any doubt that provision related to MSME shall not be applicable to the business associates and payment terms shall be governed in accordance with the definitive agreement entered into with business associate.

#### 8 SLA

The selected bidder will be required to adhere to the SLA matrix as defined in the end Customer Organization tender for his scope of work and the SLA breach penalty will be applicable proportionately on the selected bidder, as specified in the end Customer Organization Tender. The SLA scoring and penalty deductionmechanism for in-scope of work area shall be followed as specified in the Tender. All associated clarifications, responses to queries, revisions, addendum and corrigendum, associated Prime Services

Agreement (PSA)/ MSA/ SLA also included. Any deduction by Customer from RailTel payments on account of SLA breach which is attributable to Partner will be passed on to the Partnerproportionately based on the its scope of work.

Note: Depending on RailTel's business strategy RailTel may choose to work with Partner who is most likely to support in submitting a winning bid.

#### Annexure-A

All eligible empaneled partners who fulfil the minimum eligibility conditions of the EOI shall be further evaluated on a total score of 100. The evaluation matrix consisting of the following parameters for each indicated vertical:

# A) Evaluation Criteria: (100 Marks)

| S.<br>No | Criteria /<br>Category           | Evaluation Criteria Details  | Max<br>Marks | Required Supporting Documents   |
|----------|----------------------------------|--|--------------|---|
| 1        | Turnover /<br>Bidders<br>Profile | Cumulative turnover of the Business Associate over the last three financial years. Marks shall be allotted as given below:  • More than Rs. 550 Cr.= 25 marks • Between Rs. 451 Cr and 550 Cr.= 20 marks • Between Rs. 390 Cr. to 450 Cr. = 15 marks   | 25           | Details to be submitted as per Annexure 7 along with copy of Annual report / Certificate from the Statutory Auditor/CA on turnover details over the last three (3) financial years.   |
| 2        | Work<br>Experience               | Business Associate should have executed/executing any IT/ICT/Telecom infrastructure work for any Indian Defense Organization cumulatively maximum from two orders in last 5 Financial years. Marks shall be allotted as given below:  • More than Rs. 300 Crs = 25 marks  • Between Rs. 200 Cr. to 300 Cr. = 15 marks  • Between Rs. 156 Cr. to 200 Cr. = 10 marks | 25           | Details to be submitted as per Annexure 7 along with copy of Purchase Order / Agreement copy and completion certificate from customer. In case of ongoing project; certificate from CA/Statutory Auditor/Customer to be submitted for completed project value |

| S.<br>No | Criteria /<br>Category            | Evaluation Criteria Details   | Max<br>Marks | Required Supporting Documents   |
|----------|-----------------------------------|---|--------------|---|
| 3        | Project<br>Specific<br>Experience | Business Associate should have executed /executing works Indian defense Organizations in last 5 financial years:  • 10 or more no. of works - 30 Marks • 7 to 9 no. of works— 20 Marks • 5 to 6 works -10 Marks | 30           | Details to be submitted as per Annexure 7 along with copy of Purchase Order / Agreement copy and completion certificate from customer. In case of ongoing project; certificate from CA/Statutory Auditor/Customer to be submitted for completed project value |
| 4        | Number of projects                | Number of completed Telecom & ICT projects:  10 no. of projects or above - 10 Marks 7 to 9 no. of projects - 05 Marks 5 to 6 no. of projects -03 Marks  | 10           | Details to be submitted as per Annexure 7 along with copy of Purchase Order / Agreement copy and completion certificate from customer. In case of ongoing project; certificate from CA/Statutory Auditor/Customer to be submitted for completed project value |
| 5        | Manpower                          | Manpower on Company roles:<br>150 and above – 10 Marks<br>100 and above 150 – 5 Marks<br>75 and above up to 100- 3 Marks  | 10           | Self-Certification from authorized /HR Head of the organization.  |

# COVERING LETTER (To be on company letter head) Eol Reference No: Date: To, RailTel Corporation of India Ltd. Plate-A, 6th Floor, Office Tower-2, NBCC Building, East Kidwai Nagar, New Delhi-110023 Dear Sir, SUB: Participation in the Eol process Having examined the Invitation for EoI document bearing the reference number released by your esteemed organization, we, undersigned, hereby acknowledge the receipt of the same and offer to participate in conformity with the said Invitation for EoI document. If our application is accepted, we undertake to abide by all the terms and conditions mentioned in the said Invitation for EoI document. We hereby declare that all the information and supporting documents furnished as a part of our response to the said Invitation for Eol document, are true to the best of our knowledge. We understand that in case any discrepancy is found in the information submitted by us, our EoI is liable to be rejected. We hereby Submit EMD amount of Rs. \_\_\_\_\_issued vide \_\_\_\_\_from Bank \_\_\_\_\_. **Authorized Signatory**

Annexure 1: Format for COVERING LETTER

Name Designation

# **Annexure 2: Format for Self-Certificate & Undertaking**

| Self-Certificate (To be on company letter head)  |       |
|--|-------|
| Eol Reference No:  | Date: |
| To,  |       |
| RailTel Corporation of India Ltd.<br>Plate-A, 6th Floor, Office Tower-2,<br>NBCC Building, East Kidwai Nagar, New Delhi-110023 |       |
| Dear Sir,  |       |

#### Sub: Self Certificate for Tender, Technical & other compliances

| 1) | Having examined the   | Technical    | specifications | mentioned | in this | EOI & | end | customer | tender, | we |
|----|-----------------------|--------------|----------------|-----------|---------|-------|-----|----------|---------|----|
|    | hereby confirm that w | e meet all s | specification. |           |         |       |     |          |         |    |

- 2) We \_\_\_\_\_agree to abide by all the technical, commercial & financial conditions of the end customer RFP for which EOI is submitted (except pricing, termination & risk purchase rights of the RailTel). We understand and agree that RailTel shall release the payment to selected BA after the receipt of corresponding payment from end customer by RailTel. Further we understand that in case selected BA fails to execute assigned portionof work, then the same shall be executed by RailTel through third party or departmentally at the riskand cost of selected BA.
- 3) We agree to abide by all the technical, commercial & financial conditions of the end customer's RFP for the agreed scope of work for which this EOI is submitted.
- 4) We hereby agree to comply with all OEM technical & Financial documentation including MAF, Technical certificates/others as per end to end requirement mentioned in the end customer's RFP. We are hereby enclosing the arrangement of OEMs against each of the BOQ item quoted as mentioned end customer's RFP. We also undertake to submit MAF and other documents required in the end Customer Organization tender in favour of RailTel against the proposed products.
- 5) We hereby certify that any services, equipment and materials to be supplied are produced in eligible source country complying with OM/F. No. 6/18/2019 dated 23rd July 2020 issued by DoE, MoF.
- 6) We hereby undertake to work with RailTel as per end customer's RFP terms and conditions. We confirm to submit all the supporting documents constituting/ in compliance with the Criteria as required in the end customer's RFP terms and conditions like technical certificates, OEM compliance documents.

- 7) We understand and agree that RailTel is intending to select a BA who is willing to accept all terms & conditions of end customer organization's RFP for the agreed scope of work. RailTel will strategies to retain scope of work where RailTel has competence.
- 8) We hereby agree to submit that in case of being selected by RailTel as BA for the proposed project (for which EOI is submitted), we will submit all the forms, appendix, relevant documents etc. to RailTel that is required and desired by end Customer well before the bid submission date by end customer and as and when required.
- 9) We hereby undertake to sign Pre Bid Agreement, Pre-Contract Integrity Pact and Non-Disclosure Agreement with RailTel on a non-judicial stamp paper of Rs. 100/- in the prescribed Format.

**Authorized Signatory** 

Name & Designation

# Annexure 3: Undertaking for not Being Blacklisted/Debarred

| <on company="" head="" letter=""></on>  |
|---|
| To,   |
| RailTel Corporation of India Ltd<br>Plate-A, 6th Floor, Office Tower-2,<br>NBCC Building, East Kidwai Nagar, New Delhi-110023 |
| Subject: Undertaking for not Being Blacklisted/Debarred   |
| We, Company Name , having its registered office at Address  |
| hereby declares that that the Company has not been blacklisted/debarred by any  |
| Governmental/ Non-Governmental organization in India for past 3 Years as on bid submission date.                              |
|   |
| Date and Place  |
| Authorized Signatory's Signature:   |
| Authorized Signatory's Name and Designation:  |
|   |
| Bidder's Company Seal:  |

# **Annexure 4: Format of Affidavit**

|        | AT FOR AFFIDAVIT TO BE UPLOADED BY BA ALONGWITH THE EOI DOCUMENTS  |
|--------|--|
| •      | executed in presence of Public notary on non-judicial stamp paper of the value of Rs. 100/   |
| The pa | aper has to be in the name of the BA) **   |
|        | I  |
| _      | ory of the BA (including its constituents),  |
| dooum  | (hereinafter called the BA) for the purpose of the EOI   |
| docum  | ents for the work of as per the EOI No of (RailTel Corporation of India Ltd.), do hereby solemnly affirm and state on the  |
| hehalf | of the BA including its constituents as under:   |
|        | I/we the BA (s), am/are signing this document after carefully reading the contents.  |
| ٠.     | Time the Bit (3), annuare signing this document after earertally reduing the contents.   |
| 2.     | I/we the BA(s) also accept all the conditions of the EOI and have signed all the pages in confirmation thereof.  |
| 3.     | I/we hereby declare that I/we have downloaded the EOI documents from RailTel website <a href="www.railtelindia.com">www.railtelindia.com</a> . I/we have verified the content of the document from the website and there is no addition, no deletion or no alternation to be content of the EOI document. In case of any discrepancy noticed at any stage i.e. evaluation of EOI, execution of work or final payment of the contract, the master copy available with the RailTel Administration shall be final and binding upon me/us. |
| 4.     | I/we declare and certify that I/we have not made any misleading or false representation in the forms, statements and attachments in proof of the qualification requirements.   |
| 5.     | I/we also understand that my/our offer will be evaluated based on the documents/credentials submitted along with the offer and same shall be binding upon me/us.   |
| 6.     | I/we declare that the information and documents submitted along with the EOI by me/us are correct and I/we are fully responsible for the correctness of the information and documents, submitted by us.  |
| 7.     | I/we undersigned that if the certificates regarding eligibility criteria submitted by us are found to be forged/false or incorrect at any time during process for evaluation of EOI, it shall lead to forfeiture of the EOI EMD besides banning of business for five years on entire RailTel. Further, I/we (insert name of the BA)**and all my/our constituents understand that my/our offer shall be summarily rejected.   |
| 8.     | I/we also understand that if the certificates submitted by us are found to be false/forged or incorrect at any time after the award of the contract, it will lead to termination of the contract, along with forfeiture of EMD/SD and Performance guarantee besides any other action   |

provided in the contract including banning of business for five years on entire RailTel.

DEPONENT SEAL AND SIGNATURE OF THE BA

#### **VERIFICATION**

I/We above named EOI do hereby solemnly affirm and verify that the contents of my/our above affidavit are true and correct. Nothing has been concealed and no part of it is false.

**DEPONENT** 

SEAL AND SIGNAURE OF THE BA

Place:

Dated:

<sup>\*\*</sup>The contents in Italics are only for guidance purpose. Details as appropriate, are to be filled in suitably by BA. Attestation before Magistrate/Notary Public.

# NON-DISCLOSURE AGREEMENT

| of, 2022 (the " <i>Effective Date</i> ") at   |
|---|
| By and between  |
| RailTel Corporation of India Limited, (CIN: L64202DL2000GOI107905), a Public Sector Undertaking under Ministry of Railways, Govt. of India, having its registered and corporate office at Plate-A, 6th Floor, Office Block, Tower -2, East Kidwai Nagar, New Delhi-110023, (hereinafter referred to as 'RailTel'), which expression shall unless repugnant to the context or meaning thereof, deem to mean and include its successors and its permitted assignees of the ONE PART,  |
| And   |
| ) (CIN:), a company duly incorporated under the provisions of Companies Act, having its registered office at, (hereinafter referred to as ''), which  |
| expression shall unless repugnant to the context or meaning thereof, deem to mean and include its successors and its permitted assignees of OTHER PART  |
| RailTel and shall be individually referred to as "Party" and jointly as "Parties"   |
| WHEREAS, RailTel and, each possesses confidential and proprietary information related to its business activities, including, but not limited to, that information designated as confidential or proprietary under Section 2 of this Agreement, as well as technical and non-technical information, patents, copyrights, trade secrets, know-how, financial data, design details and specifications, engineering, business and marketing strategies and plans, forecasts or plans, pricing strategies, formulas, procurement requirements, vendor and customer lists, inventions, techniques, sketches, drawings, models, processes, apparatus, equipment, algorithms, software programs, software source documents, product designs and the like, and third party confidential information (collectively, the "Information"); |
| WHEREAS, the Parties have initiated discussions regarding a possible business relationship for  |
| WHEREAS, each Party accordingly desires to disclose certain Information (each Party, in such disclosing capacity, the " <i>Disclosing Party</i> ") to the other Party (each Party, in such receiving capacity, the " <i>Receiving Party</i> ") subject to the terms and conditions of this Agreement.   |
| NOW THEREFORE, in consideration of the receipt of certain Information, and the mutual promises made in this Agreement, the Parties, intending to be legally bound, hereby agree as follows:   |
| 1. Permitted Use.   |
| (a) Receiving Party shall:  |
| (i) hold all Information received from Disclosing Party in confidence:  |

- (ii) use such Information for the purpose of evaluating the possibility of entering into a commercial arrangement between the Parties concerning such Information; and
- (iii) restrict disclosure of such Information to those of Receiving Party's officers, directors, employees, affiliates, advisors, agents and consultants (collectively, the "*Representatives*") who the Receiving Party, in its reasonable discretion, deems need to know such Information, and are bound by the terms and conditions of (1) this Agreement, or (2) an agreement with terms and conditions substantially similar to those set forth in this Agreement.
- (b) The restrictions on Receiving Party's use and disclosure of Information as set forth above shall not apply to any Information that Receiving Party can demonstrate:
- (i) is wholly and independently developed by Receiving Party without the use of Information of Disclosing Party;
- (ii) at the time of disclosure to Receiving Party, was either (A) in the public domain, or (B) known to Receiving Party;
  - (iii) is approved for release by written authorization of Disclosing Party; or
- (iv) is disclosed in response to a valid order of a court or other governmental body in the India or any political subdivision thereof, but only to the extent of, and for the purposes set forth in, such order; <u>provided</u>, <u>however</u>, that Receiving Party shall first and immediately notify Disclosing Party in writing of the order and permit Disclosing Party to seek an appropriate protective order.
- (c) Both parties further agree to exercise the same degree of care that it exercises to protect its own Confidential Information of a like nature from unauthorised disclosure, but in no event shall a less than reasonable degree of care be exercised by either party.

# 2. <u>Designation</u>.

- (a) Information shall be deemed confidential and proprietary and subject to the restrictions of this Agreement if, when provided in:
- (i) written or other tangible form, such Information is clearly marked as proprietary or confidential when disclosed to Receiving Party; or
- (ii) oral or other intangible form, such Information is identified as confidential or proprietary at the time of disclosure.
- **3.** <u>Cooperation</u>. Receiving Party will immediately give notice to Disclosing Party of any unauthorized use or disclosure of the Information of Disclosing Party.
- **Qwnership of Information.** All Information remains the property of Disclosing Party and no license or other rights to such Information is granted or implied hereby. Notwithstanding the foregoing, Disclosing Party understands that Receiving Party may currently or in the future be developing information internally, or receiving information from other parties that may be similar to Information of the Disclosing Party. Notwithstanding anything to the contrary, nothing in this Agreement will be construed as a representation or inference that Receiving Party will not develop products, or have products developed for it, that, without violation of this Agreement, compete with the products or systems contemplated by Disclosing Party's Information.

**5. No Obligation.** Neither this Agreement nor the disclosure or receipt of Information hereunder shall be construed as creating any obligation of a Party to furnish Information to the other Party or to enter into any agreement, venture or relationship with the other Party.

## 6. Return or Destruction of Information.

- (a) All Information shall remain the sole property of Disclosing Party and all materials containing any such Information (including all copies made by Receiving Party) and its Representatives shall be returned or destroyed by Receiving Party immediately upon the earlier of:
  - (i) termination of this Agreement;
  - (ii) expiration of this Agreement; or
  - (iii) Receiving Party's determination that it no longer has a need for such Information.
- (b) Upon request of Disclosing Party, Receiving Party shall certify in writing that all Information received by Receiving Party (including all copies thereof) and all materials containing such Information (including all copies thereof) have been destroyed.
- 7. **Injunctive Relief**: Without prejudice to any other rights or remedies that a party may have, each party acknowledges and agrees that damages alone may not be an adequate remedy for any breach of this Agreement, and that a party shall be entitled to seek the remedies of injunction, specific performance and/or any other equitable relief for any threatened or actual breach of this Agreement

#### 8. Notice.

- (a) Any notice required or permitted by this Agreement shall be in writing and shall be delivered as follows, with notice deemed given as indicated:
  - (i) by personal delivery, when delivered personally;
  - (ii) by overnight courier, upon written verification of receipt; or
- (iii) by certified or registered mail with return receipt requested, upon verification of receipt.
- (b) Notice shall be sent to the following addresses or such other address as either Party specifies in writing.

#### RailTel Corporation of India limited:

| Attn:    |  |
|----------|--|
| Address: |  |
| Phone:   |  |
| Email    |  |
|          |  |
| Attn:    |  |
| Address: |  |
| Phone:   |  |
| Email:   |  |

# 9. Term, Termination and Survivability.

- (a) Unless terminated earlier in accordance with the provisions of this agreement, this Agreement shall be in full force and effect for a period of \_\_\_\_\_\_ years from the effective date hereof.
- (b) Each party reserves the right in its sole and absolute discretion to terminate this Agreement by giving the other party not less than 30 days' written notice of such termination.
- (c) Notwithstanding the foregoing clause 9(a) and 9 (b), Receiving Party agrees that its obligations, shall:
  - (i) In respect to Information provided to it during the Term of this agreement, shall survive and continue even after the expiry of the term or termination of this agreement; and
  - (ii) not apply to any materials or information disclosed to it thereafter.
- **10.** Governing Law and Jurisdiction. This Agreement shall be governed in all respects solely and exclusively by the laws of India without regard to its conflicts of law principles. The Parties hereto expressly consent and submit themselves to the jurisdiction of the courts of New Delhi.
- 11. <u>Counterparts</u>. This agreement is executed in duplicate, each of which shall be deemed to be the original and both when taken together shall be deemed to form a single agreement
- 12. No Definitive Transaction. The Parties hereto understand and agree that no contract or agreement with respect to any aspect of a potential transaction between the Parties shall be deemed to exist unless and until a definitive written agreement providing for such aspect of the transaction has been executed by a duly authorized representative of each Party and duly delivered to the other Party (a "Final Agreement"), and the Parties hereby waive, in advance, any claims in connection with a possible transaction unless and until the Parties have entered into a Final Agreement.

# 13. Settlement of Disputes:

- a) The parties shall, at the first instance, attempt to resolve through good faith negotiation and consultation, any difference, conflict or question arising between the parties hereto relating to or concerning or arising out of or in connection with this agreement, and such negotiation or consultation shall begin promptly after a Party has delivered to another Party a written request for such consultation.
- b) In the event of any dispute, difference, conflict or question arising between the parties hereto, relating to or concerning or arising out of or in connection with this agreement, is not settled through good faith negotiation or consultation, the same shall be referred to arbitration by a sole arbitrator.
- c) The sole arbitrator shall be appointed by CMD/RailTel out of the panel of independent arbitrators maintained by RailTel, having expertise in their respective domains. The seat and the venue of arbitration shall be New Delhi. The arbitration proceedings shall be in accordance with the provision of the Arbitration and Conciliation Act 1996 and any other statutory amendments or modifications thereof. The decision of arbitrator shall be final and binding on both parties. The arbitration proceedings shall be conducted in English Language. The fees and cost of arbitration shall be borne equally between the parties.

#### 14. CONFIDENTIALITY OF NEGOTIATIONS

Without the Disclosing Party's prior written consent, the Receiving Party shall not disclose to any Person who is not a Representative of the Receiving Party the fact that Confidential Information has been made available to the Receiving Party or that it has inspected any portion of the Confidential Information or that discussions between the Parties may be taking place.

#### 15. **REPRESENTATION**

The Receiving Party acknowledges that the Disclosing Party makes no representation or warranty as to the accuracy or completeness of any of the Confidential Information furnished by or on its behalf. Nothing in this clause operates to limit or exclude any liability for fraudulent misrepresentation.

#### 16. ASSIGNMENT

Neither this Agreement nor any of the rights, interests or obligations under this Agreement shall be assigned, in whole or in part, by operation of law or otherwise by any of the Parties without the prior written consent of each of the other Parties. Any purported assignment without such consent shall be void. Subject to the preceding sentences, this Agreement will be binding upon, inure to the benefit of, and be enforceable by, the Parties and their respective successors and assigns.

#### 17. EMPLOYEES AND OTHERS

Each Party shall advise its Representatives, contractors, subcontractors and licensees, and shall require its Affiliates to advise their Representatives, contractors, subcontractors and licensees, of the obligations of confidentiality and non-use under this Agreement, and shall be responsible for ensuring compliance by its and its Affiliates' Representatives, contractors, subcontractors and licensees with such obligations. In addition, each Party shall require all persons and entities who are not employees of a Party and who are provided access to the Confidential Information, to execute confidentiality or non-disclosure agreements containing provisions no less stringent than those set forth in this Agreement. Each Party shall promptly notify the other Party in writing upon learning of any unauthorized disclosure or use of the Confidential Information by such persons or entities.

#### 18. NO LICENSE

Nothing in this Agreement is intended to grant any rights to under any patent, copyright, or other intellectual property right of the Disclosing Party, nor will this Agreement grant the Receiving Party any rights in or to the Confidential Information of the Disclosing Party, except as expressly set forth in this Agreement.

#### 19. RELATIONSHIP BETWEEN PARTIES:

Nothing in this Agreement or in any matter or any arrangement contemplated by it is intended to constitute a partnership, association, joint venture, fiduciary relationship or other cooperative entity between the parties for any purpose whatsoever. Neither party has any power or authority to bind the

| other party or impose any obligations on it and a capable of doing so.  20: UNPULISHED PRICE SENSITIVE INFORMATION OF THE PRICE SENSITIVE SENSITIVE SENSITIVE SENSITIVE SENSITIVE SENSITIVE SEN | neither party shall purport to do so or hold itself out as   |
|--|--|
| by virtue of being associated with RailTel an employees, shall be deemed to be "Connect Insider Trading) Regulations, 2015 and shall confidential and/ or price sensitive information comply with the obligations and restrictions regulations, shall abide by the access to any Unpublished Price Sensitive Information   | , its Partners, employees, representatives etc., d being in frequent communication with RailTel and its ted Persons" within the meaning of SEBI (Prohibition of be bound by the said regulations while dealing with any n of RailTel shall always and at all times contained in the said regulations. In terms of the said e restriction on communication, providing or allowing formation (UPSI) relating to RailTel as well as restriction published Price Sensitive Information relating to RailTel   |
| the Information and supersedes all prior discuss modification of this Agreement shall be valid or be on behalf of each Party by its authorized represent time any provision of this Agreement shall neenforce each and every provision of this Agreement provisions of this Agreement are held to be illeging jurisdiction, the remaining terms, conditions or provisions.   | utes the entire understanding among the Parties as to ions between them relating thereto. No amendment or inding on the Parties unless made in writing and signed entative. The failure or delay of any Party to enforce at ot constitute a waiver of such Party's right thereafter to nent. In the event that any of the terms, conditions or al, unenforceable or invalid by any court of competent ovisions hereof shall remain in full force and effect. The are in addition to, and not in substitution of, any rights, imposed under law or in equity. |
| IN WITNESS WHEREOF, the Parties have ex  | xecuted this Agreement on the date set forth above.  |
| <u> </u>   | RailTel Corporation of India Limited:  |
| By   | By   |
| Name:<br>Title:  | Name:<br>Title:  |
| Witnesses:   |  |

# Annexure-6: Non-Disclosure Undertaking (NDU) Format

(On Rs. 100 Stamp Paper)

# **NON DISCLOSURE UNDERTAKING**

| To,                  |   |    |
|----------------------|---|----|
| RailTel Corporation  | of India Limited  |    |
| Plate-A, 6th Floor,  | fice Block Tower-2,   |    |
| East Kidwai Nagar    | lew Delhi-110023  |    |
| (Hereinafter referre | to as "RailTel" or "Disclosing Party" "Tender Floating Agency")                                   |    |
|                      |   |    |
| We,                  | (CIN:), a company duly incorporated under the Compani   | es |
|                      | its registered office at (hereinafter referr  |    |
| to as the "Bidder/R  | ceiving Party", which expression shall, unless repugnant to or inconsiste                         | nt |
|                      | eaning thereof mean and include its successors and permitted assigns), are and state as follows:- | ok |

- 1. We are the Bidders/Prospective Bidders for the EOI floated by RailTel for Implementation of Network Security System and Integration for end Customer Organization.
- 2. We are well aware that the said tender relates to for procurement of services and equipment for defence/ high security installations. Hence, being a prospective bidder, we agree and acknowledge that it becomes imperative on our part to maintain utmost confidentiality in relation to said tender.
- 3. We undertake that any information relating to said tender (hereinafter referred to as the Confidential Information) which is or will be disclosed/ divulged by RailTel as a Disclosing Party to us, will be received and treated by us as strictly confidential and we shall not, without the prior written consent of the RailTel or as expressly permitted herein, disclose or make available to any other person such information.
- 4. We agree and undertake that we shall use any such information relating to said tender only for the purpose of bidding in the tender and will not use for any other purpose whatsoever.
- 5. We further undertake that we will disclose such Confidential Information to our employees or Representatives only on a strict "need to know" basis, for the sole purpose of preparation and submission of our Bid subject to such employee or representative being bound by the confidentiality obligation hereunder. We shall be responsible for any breach of the terms of this Undertaking by us or by any of our employees or Representatives.
- 6. We undertake that we shall exercise no lesser security or degree of care than we apply to our own Confidential Information of an equivalent nature, but in any event not less than the degree of care which a reasonable person with knowledge of the confidential nature of the information would exercise.
- We shall ensure that all such Confidential Information is kept safe and secured at all times and is protected from unauthorized access, use, dissemination, copying, theft or leakage.
- 8. We undertake that we shall at no time, discuss with any person, other than as permitted

- under this Undertaking, the Confidential Information, or any other matter in connection with, or arising out of, the discussions or negotiations in relation to the Bid Process.
- 9. Without prejudice to any other rights or remedies that RailTel may have, we agree and acknowledge that in the event of a breach or threatened breach of the provisions of this Undertaking, money or damages may not be an adequate remedy for a breach of any ofthe provisions of this Undertaking and it is reasonable that the RailTel, in addition to any other relief or remedy that it may have, shall also be entitled to the injunctive relief, specific performance and other equitable relief for any threatened or actual breach of the provisions of this Undertaking.
- 10. In case any loss or damages are incurred by RailTel owing to any breach or threatened breach by us, we undertake to hold RailTel harmless and indemnify in full to RailTel for any such loss.
- 11. We hereby represent and warrant that we have the requisite power and authority to execute, deliver and perform its obligations under this Undertaking.
- 12. The terms and conditions of this Undertaking shall inure to the benefit of and be binding upon the successors and permitted assigns of the Parties. The obligations under this Undertaking shall not be assigned or otherwise transferred in whole or in part by either party without the prior written consent of the other parties.
- 13. The obligation relating to confidentiality under this undertaking shall survive even after award of the project and successful completion of project.

| For and on behalf of |  |  |
|----------------------|--|--|
|                      |  |  |
| Authorized Signatory |  |  |

# **Annexure-7 Evaluation Criteria:**

Business Associates are requested to mention the details of the credential for evaluation as mentioned in the Annexure-A:

| S.<br>No | Criteria / Category               |    | PO No. | Name of the<br>Project | End<br>customer/<br>Indian<br>Defense<br>organization | Value of the<br>completed<br>Work in Crs. |
|----------|-----------------------------------|----|--------|------------------------|---|---|
| 1        | Work<br>Experience                |    |        |                        |   |   |
|          | Project<br>Specific<br>Experience | 1) |        |                        |   |   |
| 2        |                                   | 2) |        |                        |   |   |
|          |                                   | 3) |        |                        |   |   |
|          | Number of<br>Projects             | 1) |        |                        |   |   |
|          |                                   | 2) |        |                        |   |   |
|          |                                   | 3) |        |                        |   |   |
| 3        |                                   | 4) |        |                        |   |   |
|          |                                   | 5) |        |                        |   |   |
|          |                                   | 6) |        |                        |   |   |
|          |                                   | 7) |        |                        |   |   |
| 4        | Manpower                          |    |        |                        |   |   |