

EXPRESSION OF INTEREST (EOI)
FOR
ENGAGEMENT OF HUMAN RESOURCE CONSULTANT (HR CONSULTANT)
TO
**DESIGN, DEVELOP, INTEGRATE, IMPLEMENT AND SUPPORT END TO END HUMAN
RESOURCE MANAGEMENT SOLUTION FOR EMERGENT BUSINESS SCENARIO.**

EOI REFERENCE NO. HRD/01/2021
DATE : 03rd MARCH 2021



AGRICULTURE INSURANCE COMPANY OF INDIA LIMITED
Plate B & C, Office Block 1, 5th Floor, East Kidwai Nagar, New Delhi 110023
Telephone: 011-24604444

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SUBMISSION OF PROPOSALS

Notice for Inviting EOI for Engagement of Human Resource Consultant (HR Consultant) to design, develop, integrate, implement and support end to end human resource management solution for emergent business scenario.	
Office of Issue	Agriculture Insurance Company of India Ltd., Head Office, Plate B&C, Fifth Floor, Block 1, East Kidwai Nagar New Delhi -110023
EOI Reference No.	EOI/HR/2021/01
EOI Document available at Website	www.aicofindia.com
Date of Issue/Publishing	03.03.2021
Last date and time for Submission of proposal	24.03.2021 by 04:00 PM
Last date and time for seeking clarifications	12.03.2021 by 05.00 PM
Place of submission of proposal	DGM-HR, Head Office, Plate B & C, Fifth Floor, Block 1, East Kidwai Nagar New Delhi -110023
Date & time of Presentation for proposals	To be published on website on 31.03.2021
Shortlisting of the Consultants for issuance of Bids	16.04.2021
Issuance of Bid documents	23.04.2021

Note:

1. AIC may change the above dates due to unforeseeable reasons thereof. Intimation of the same shall be notified on AIC's website.
2. If a holiday is declared on the dates mentioned above, the proposals shall be received/ opened on the next working day at the same time specified above and at the same venue, unless communicated otherwise.
3. AIC reserves the right to cancel this request for EoI and/or invite afresh with or without amendments, without liability or any obligation for such request for EoI due to any compelling reasons. Notification of such amendments will be posted on Co.'s website www.aicofindia.com.
4. Further details or clarifications, if any, may be referred in writing to the Deputy General Manager , HRD at the above mentioned address or email neelamk@aicofindia.com within the stipulated time as mentioned above. Any queries received after the said date and time will not be entertained.

1. INTRODUCTION

Agriculture Insurance Company of India Limited (AIC) was incorporated on 20th December, 2002 with an authorized Share Capital of INR 1500 crore and a Paid-up Capital of INR 200 crores under the aegis of the Government of India to serve the insurance needs of farmers in an exclusive manner and to move towards a sustainable agricultural insurance system. AIC has been promoted by 6 Public Sector Financial Institutions viz. General Insurance Corporation of India, New India Assurance Company Ltd., Oriental Insurance Company Ltd., National Insurance Company Ltd., United India Insurance Company Ltd. and NABARD as a specialty Crop Insurance provider to the Indian farming community. AIC commenced business operations from 1st April, 2003, by taking over crop insurance operations from its major Promoter, General Insurance Corporation of India.

The Company is under administrative control of Ministry of Finance, Govt. of India and is the largest implementing insurance company of Pradhan Mantri Fasal Bima Yojana (PMFBY) of Ministry of Agriculture & Farmers' Welfare, Govt. of India.

Currently, AIC covers around 3 crore farmers under its various crop insurance schemes, making it one of the largest Crop Insurance Companies in the world. The major challenge is to reach the remotest farmer in the country and service him at an affordable cost.

AIC has its Registered Office and Head Quarter at Plate B & C, 5th Floor, Office Block 1, East Kidwai Nagar, New Delhi 110023, Email: aicho@aicofindia.com. Apart from this, there are 18 Regional Offices (ROs) across the country. For more details about AIC's business and offices, the Company website (www.aicofindia.com) can be visited.

AIC's product line comprises of 2 broad baskets:

Government's Sponsored/Supported crop insurance schemes: Pradhan Mantri Fasal Bima Yojana (PMFBY) and Restructured Weather Based Crop Insurance Scheme (RWBCIS).

In house Products: AIC has also developed a bouquet of innovative, farmer-friendly products, tailor-made for specific crops and risks. Although AIC was formed as a specialty Agriculture insurance company, the business dynamics changed with the introduction of PMFBY. The crop insurance market (Govt. Schemes i.e. PMFBY & RWBCIS) has been opened to all empanelled Public and private sector insurance companies who participate in the tender process of respective State Governments for allocation of the business.

Diversification into agriculture and allied lines of business: With the changing business dynamics under the Govt. Schemes (major change of Scheme becoming voluntary in nature for loanee farmers), the Company is in the process of diversification into agriculture and allied lines of business and the licensing from IRDAI is under advance stages and simultaneously product development is also under way with the scarce resources / expertise available in house.

1.1 CURRENT HR STRUCTURE AT AIC

Under the current business scenario, the govt sponsored scheme is a major portfolio with more than 98% of the business. The Revamped Guidelines on PMFBY issued by the Govt. in 2020, the business scenario has changed enormously. The major being the scheme made voluntary for all farmers(as against compulsory enrolment of loanee farmers earlier) and allotment of clusters by the State Govt.

under PMFBY for period of 3 years to ensure assured business to Insurance companies so as to have increased commitment towards infrastructure and manpower deployment.

AIC has a workforce of total 294 regular employees (posted at Head Office and Regional Offices) and around 1500 outsourced manpower out of which 90% is deployed at field level.

2. OBJECTIVE

This Expression of Interest ["EOI document" or "EOI"] has been prepared exclusively for the purpose of inviting proposals from reputed Indian HR Consulting Firms hereinafter referred to as "The Consultant" for undertaking "Design, Develop, Integrate, Implement and Support End to End Human Resource Management solution for emergent business scenario at AIC"

3. DURATION OF ENGAGEMENT

The engagement shall be for a period of 3 (Three) years.

4. SCOPE OF WORK

The HR Consultant needs to design and execute the process of Human Resource restructuring, augmentation, setting & evaluating performance benchmarks, effective talent management in sync with emerging business dynamics with the objective of highest standards of customer service, stake-holders' expectations and Company's growth and profitability.

The broad scope of work is given hereunder which may not be treated as exhaustive:

- 4.1 Identify the competencies, skills, positions required at various levels keeping in view Company's aspirations to live upto the business dynamics under the Govt. Schemes and also to diversify into Agriculture-Allied lines of Business on commercial and retail basis.
- 4.2 Recruitment at various levels viz. specialized post (IT, Finance, Veterinary, Agriculture, Horticulture, Insurance Technical, Technology, Remote Sensing, Data Analytics etc.).
- 4.3 Recruitment / engagement through various modes viz. Regular, Contractual, Apprentices, Trainees, Lateral, Deputation etc.
- 4.4 Prepare a roadmap for outsourcing engagement for various specialized activities etc.
- 4.5 Preparing and executing road map for Structured Training, skill enhancement and Capacity building.
- 4.6 Succession planning for the next 5 years.
- 4.7 Implementation, Monitoring & Review of KPIs/ KRAs (Performance management system) as also automation of the same.

However, in order to design & execute the above, the HR Consultant will be needed to consider the following issues/ areas:

- Build a complete understanding of the company's operating environment and the "As-Is" organization structure.
- Conduct detailed assessment of the current employee workforce of the Company, identify and highlight critical gaps in the organization structure and create a report on gap analysis
- Propose a new organizational structure which would inter-alia include determination of optimum cadre strength (Regular & Temporary) with cost effectiveness analysis as also differentiated KPIs, KRAs for each functional role/ position in line with current as also anticipated future trends and challenges.

- Identify key attributes and skills to create a detailed competency framework for various cadres under both regular and temporary employment to ensure that the right person fits the job based on academic qualifications, skills, requirements, inclinations, and proficiencies, in order to maximize human capital potential
- Assess the current HR policies and processes provide an integrated digitally-enabled future-ready HR framework (which includes Recruitment, Promotions, Transfers, Appraisals, HR Benefits, Incentives & Rewards etc.)
- To put in place framework for manpower outsourcing for the activities as per the company's Policy, its cost effectiveness, compliance of related statutory obligations and process for engagement of professional agency by following due procedures, drafting of agreements, capacity building and necessary performance evaluation.
- Introduce development concept to ensure leadership identification, talent enhancement, talent retention and development to ensure readiness for delivery in key positions
- Define performance evaluation process which shall include objective goal setting, mid-year review, annual evaluation and individual development plans towards Training/Reskilling/ Upskilling/ Counselling, as the case may be.

5. ELIGIBILITY CRITERIA FOR HR CONSULTANT:

The minimum Eligibility Criteria are stipulated below (to be submitted in FORM - II). A HR CONSULTANT not meeting any one of the following criteria would be rejected and would not be considered for further process;

- I.** The HR Consultant should be a firm/company/body registered or incorporated in India. It can be a Government Organization/Public Sector Unit/Partnership Firm/Limited Liability Partnership (LLP)/Private Limited Company/ Public Limited Company. It should not be Individual/Proprietary Firm/HUF etc.
- II.** The HR Consultant should be in existence for a minimum period of 10 years in India as on last date of submission of proposal.
- III.** HR Consultant should have successfully completed minimum of 5 (Five) consultancy programme specific to Performance Management System / Talent Management / HR Transformation implementation, during the last ten years for at least 3 (three) Indian firm including Public/Private Sector Enterprise with minimum employee base of 2000. The cut-off date for eligibility under this para shall be as on last date of submission of proposal.
- IV.** The HR Consultant should have minimum average annual turnover of Rs. 10 Crore from business related to HR CONSULTANCY for last 3 years i.e. 2017-18, 2018-19 and 2019-20.
- V.** HR Consultant should have valid Registration Number under Goods & Service Tax/ Sales Tax & also Permanent Account Number (PAN) under Income Tax Rule.
- VI.** The HR Consultant should not have been blacklisted by any Central /State Govt. /PSU /Autonomous body of the Govt. in last 05 years as on the last date of submission of proposal.
- VII.** The HR Consultant should not be owned or controlled by any director or Employee of AIC, both present or those who have retired in the last two years
- VIII.** The HR Consultant should have earned net profit during at least 3 out of immediate past 5 consecutive financial years.
- IX.** The HR Consultant should be in a position to station a team at NEW DELHI during the term of Engagement on full time basis comprising of a Project Head (Minimum 10 years experience) Team Leader (Minimum 7 years experience) and optimum number of team members having minimum 5 years experience in related fields of HR Management, Legal, IT etc.

Relaxation for Startups.

Startups, duly recognised by DPIIT shall be given following relaxation:

- A. Startups should be in existence for a minimum period of 05 years in India as on last date of submission of proposal.
- B. For Start-ups, minimum average annual turnover from related business for last 3 consecutive years i.e. 2017-18, 2018-19 and 2019-20 should be Rs. 2 crores.
- C. They should have successfully completed minimum of 2 (Two) consultancy programme specific to Performance Management System / Talent Management / HR Transformation implementation, during the last Five years for at least 1 (one) Indian firm including Public/Private Sector Enterprise with minimum employee base of 1000
- D. Startups should have earned net profit during at least 1 out of immediate past 2 consecutive financial years.

The above relaxation shall be subject to production of Certificate of Recognition for Startups issued by DPIIT.

In case at any stage it is discovered that any of the information or submission is false or incorrect, or that material facts have been suppressed, or that fake/tampered documents have been submitted, the Proposal of the Consultant shall be rejected. In such a case, AIC reserves the right to blacklist such CONSULTANT.

6. SUBMISSION OF PROPOSALS

The HR Consultant should submit their proposal in Form I along-with documentary evidence and self-declaration as required in Prescribed Annexures given in Form II for the eligibility criteria as mentioned in para No 5. The proposal should also contain details of EOI Processing Fee Payment and EMD (See para 7 below). Only those who fulfil all the eligibility criteria are eligible to participate in the EOI. HR Consultant are not barred from producing any additional evidences or testimonials other than the ones asked for in this EOI which may be relevant.

The offer for EOI as per this document shall be valid for a period of 90 days from date of submission which may be extended further if required, at the discretion of AIC.

Consultant shall bear all costs associated with preparation and submission of its proposal. Any deviation from the prescribed Forms and Annexures will entail the Consultant for disqualification. The Consultant should ensure that all the Forms and Annexures should be serially numbered and all pages duly signed by the Authorized Signatory.

7. EOI PROCESSING FEE & EARNEST MONEY DEPOSIT(EMD):

7.1 EOI processing fee the Consultant shall submit a one-time non-refundable EOI processing fee of INR 5,000/- in the form of Demand Draft/Banker's Cheque favouring "Agriculture Insurance Company of India Limited" payable at New Delhi. The Consultant may also remit the EOI Processing Fee through NEFT/RTGS as per the Bank details given below.

A/c Name	AIC of India Expenses of Management Control Account
A/c No.	007010200018780
Bank	Axis Bank Ltd.
Branch	Barakhamba Road, New Delhi
IFSC	UTIB0000007
MICR	110211002

Micro and Small Enterprises (MSEs) as defined in MSE Procurement Policy issued by Department of Micro, Small and Medium Enterprises (MSME) are exempted from EOI Processing Fee. The Certificate for Exemption shall be attached while submitting the Proposal failing which the proposal shall not be considered.

Proposal not accompanied by EOI processing fee (except for MSMEs) shall not be evaluated.

7.2 EMD - EMD of INR 5,00,000/- (Five Lakhs) in the form of a Demand Draft/Banker's Cheque in favor of "Agriculture Insurance Company of India Limited" payable at New Delhi OR Bank Guarantee from a Nationalized / Scheduled Bank valid for 90 days OR through NEFT/RTGS in above mentioned bank account.

EMD of the unsuccessful bidders shall be released after the selection process is finalized. For the successful Bidder, EMD will be returned on submission of Performance Bank Guarantee. No interest is payable by AIC on the EMD. Bid not accompanied by EMD shall not be evaluated. MSMEs and Startups as recognised by DPIIT are exempted from the submission of EMD as per rules.

EMD of shortlisted consultants who have been issued the bids but not willing to participate in the commercial bid shall be refunded.

8. TIME - LINE FOR SUBMISSION OF THE PROPOSAL

Proposal should be submitted during office hours (10.00 AM to 5.30 PM) but not later than 4:00 pm IST on 24th March 2021, in hard copies in a sealed cover superscribed as "**Proposal for HR Consultant**" within the stipulated timeline at the address specified herein above through speed-post, courier, Regd. AD or in person. **AIC will not be responsible for delay in postal or courier delivery.** The Proposal received through any other mode other than the stipulated mode or received after the stipulated time shall not be considered.

9. EVALUATION PROCESS

- a) EOIs shall be screened by Evaluation Committee of AIC as per eligibility criteria mentioned in Para No. 5 and based on the documents submitted as listed out in Form No II.
- b) The Consultants whose proposals fulfil the eligibility criteria shall be required to make a presentation on the prescribed date and time to be intimated later). The Presentation should cover, inter-alia, the details of execution of similar projects in the past, clarity and understanding of Scope of Work given under Para 4 and showcase their approach for execution of Scope of the Work and various deliverables with specific timelines.
- c) The Evaluation Committee shall shortlist a maximum of Top Ten Consultants (in case the number of Eligible Proposers are less than ten, all will be shortlisted) based on their presentations as also taking into consideration the past experience of handling similar kind of projects, strength and qualification of their manpower of the Proposer, financial strength, Completion of consultancy with automation, etc.. The decision of the Evaluation Committee shall be final in this regard.
- d) AIC will take up references and reserves the right to pay due heed to the Consultant's performance elsewhere and any past experience with AIC.
- e) Shortlisted Consultants will be issued Bid Documents containing detailed Scope of work/ Terms of Reference, deliverables, payment terms, other terms and conditions etc. and have to submit their Bid in a sealed envelope as per the procedure, details, formats furnished thereupon.
- f) The bidder quoting the lowest rate in response to the Bid issued shall be declared as successful bidder. However, in case of bidders quoting the same lowest rates, the bidder who has scored more marks in shortlisting process (for issuance of Bid) shall be declared as the successful

bidder. The successful bidder will be required to execute a contract with AIC, the terms of which will be largely based on the bid document to be issued in later stage.

The Evaluation Committee reserves the right and therefore may waive any minor insufficiency, non-conformity or irregularity in the response to the EOI that does not constitute a significant material deviation provided such waiver does not prejudice or affect the shortlisting of any Consultant. No query shall be entertained from any unsuccessful Bidder by AIC.



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(On Letterhead of the Agency)

FORM - I

PROPOSAL FOR ENGAGEMENT

To
The Deputy General Manager (HR),
Agriculture Insurance Company of India Limited,
Plate B & C, 5th Floor, Office Block 1, East Kidwai Nagar,
New Delhi 110023

Subject: EOI dated 03.03.2021 regarding Engagement of HR Consultant to design, develop, integrate, implement and support end to end human resource management solution for emergent business scenario.

Dear Madam/Sir

With reference to your EOI dated 03.03.2021 we, having examined and understood the contents of the document including all annexures hereby submit our Proposal for engagement of human resource consultant (HR Consultant) to design, develop, integrate, implement and support end to end human resource management solution for emergent business scenario and the Proposal is unconditional and unqualified.

1. We agree to keep this offer valid for 90 days from the date of submission of Proposal specified in this EOI.
2. We agree and undertake to abide by all the terms and conditions of this EOI.
3. We enclose herewith the following:
 - a. Demand Draft/Banker's Cheque No./ NEFT / RTGS Reference No. _____ dt _____ for Rs. 5,000/- (Rupees Five Thousand only) drawn on _____ Bank _____ Branch payable at New Delhi toward Non-Refundable EOI Processing fee.
 - b. Demand Draft/Banker's Cheque No./ NEFT / RTGS Reference No. / Bank Guarantee No. _____ dt _____ for Rs. 5,00,000/- (Rupees Five Lakhs only) drawn on _____ Bank _____ Branch payable at New Delhi toward EMD.
4. We declare that this proposal is in compliance with the Order (Public procurement No. 1) bearing no. F.No. 6/18/2019-PPD dated 23rd July 2020 issued by Public Procurement Division, Department of Expenditure, Ministry of Finance failing which we shall be liable for immediate termination without any notice and further legal action maybe taken against us in accordance with law.

We submit this Proposal under and in accordance with the terms of this EOI. Our Proposal is consistent with all the requirements of submissions as stated in this EOI and will be kept compliant in case of any subsequent communication from AIC.

We confirm that the information submitted by us in our Proposal is true and correct.

Yours Faithfully,

Authorised Signatory
Full Name: (In Capital Letters)
Designation:

**AGRICULTURE INSURANCE COMPANY OF INDIA LTD.**

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FORM - II**DOCUMENTS REQUIRED TO BE SUBMITTED FOR FULFILLING ELIGIBILITY CRITERIA**

S.No.	Criteria	Documentary proofs
1	The Consultant should be a Government Organization/Public Sector Unit/Partnership Firm/Limited Liability Partnership (LLP)/Private Limited Company/ Public Limited Company for the last ten years	Self-attested copy of the Certificate of Incorporation / Certificate of Commencement of Business/ Partnership deed / MOA / AOA to be submitted in addition to the declaration stated in Para no 4 of Form I .
2	Consultant should have valid Registration Number under Goods & Service Tax/ Sales Tax & also Permanent Account Number (PAN) under Income Tax Rule as required in the normal course of business	Relevant PAN/ TAN / GST/ No. alongwith GST and Income tax returns for the past 3 years
3	Consultant should have successfully completed minimum of 5 consultancy programme specific to Performance Management System / Talent Management / HR Transformation implementation, during the last ten years for at least 3 Indian firms including Public/Private Sector Enterprise (PSE) with minimum employee base of 2000.	Work orders / Engagement / Appointment letter along with certificate of completion.
4	The Consultant should have minimum average annual turnover of Rs. 10 Crore from business related to HR CONSULTANCY for last 3 years i.e. 2017-18, 2018-19 and 2019-20. The Consultant should have earned net profit during at least 3 out of immediate past 5 consecutive financial years.	Audited accounts (Balance Sheet and Profit and Loss Account etc.) for corresponding at least 3 financial years along with certificate from CA as per Annexure A
5	The Consultant should not have been blacklisted by any Central /State Govt. /PSU /Autonomous body of the Govt. in last 05 years as on the last date of submission of proposal.	Undertaking on Consultant's letterhead as per Annexure B
6	The Consultants should not be owned or controlled by any director or Employee of AIC both present or those who have retired in the last two years.	Undertaking on Consultant's letterhead as per Annexure C
7	The HR Consultant should be in a position to station a team at NEW DELHI during the term of Engagement on full time basis after the finalisation of bids.	Undertaking on Consultant's letterhead as per Annexure D
8	The selected Consultant shall not be allowed to assign the work under this EOI to any other party.	Self-Declaration on Consultant's letterhead.
9	Authorization to sign the proposal	Power of attorney or duly signed authorization letter (by power of attorney holder, copy of which to be attached)

Note:

1. If needed, the consultants can use separate sheets for explaining the above points.
2. AIC reserves the right to verify the facts given by the consultants, with any authority.
3. All the pages and supporting documents should be serially numbered, all the pages duly signed by the Authorized signatory.
4. AIC will not be responsible for any oversight if a particular document is not referred to, at designated place in the formats.



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Annexure “A”

Certificate of Annual Turnover from business related to HR Consultancy

It is certified that the Annual Turnover of M/s (Name & address of the organisation) _____ from the **business related to HR Consultancy** for last three years is as under:

FY	Turnover (Rs. crore)
2017-18	
2018-19	
2019-20	
Average Annual over 3 years	

Yours Sincerely,

(Signature of Chartered Accountant/ Statutory Auditor of the Company)

Name of the Chartered Accountant/ Statutory Auditor:

Seal with Membership No. of ICAI

(Certificate without Membership No. and seal of the Chartered Accountant/ Statutory Auditor will not be considered.)



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(On Letterhead of the Agency)

Annexure “B”

I _____ son /wife of Shri _____
_____ am the
Proprietor/Director/Partner/ Authorized Signatory of M/s _____
_____ and do hereby solemnly
affirm and declare as under:

- a) That I am the Authorized Signatory of M/s _____.
- b) **That we M/s _____ have not been blacklisted and/or debarred by any Central /State Govt./PSU/ Autonomous body of the Govt. in last 05 years as on the date of submission of the proposal.**

In case the above declaration is found to be incorrect or wrong, the contract, if awarded to us, shall be terminated immediately and the Organisation shall be liable to be blacklisted/debarred for future works/contract with AIC. Any such action shall, however, be without prejudice other rights of AIC including indemnifying losses under the law.

The above declarations are given in accordance with Proposal conditions.

(Authorized Signatory)

(Name of the signatory along with seal)

Note: - The signatory should not affect any variation in the text of declaration. Declaration in any other form shall not be acceptable and shall render the Consultant for disqualification of the Proposal.



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(On Letterhead of the Agency)

Annexure "C"

I _____ son /wife of Shri
_____ am Authorized Signatory of M/s
_____ and do hereby solemnly
affirm and declare as under:

That

- a) This Organisation is not owned or controlled by any director or Employee of AIC both present or those who have retired in the last two years.
- b) The organization or any employee/director etc. is not having any conflict of interest except as mentioned below:

_____ (please mention any possible conflict of interest
with AIC/its employees/Director etc.)

In case the above declaration is found to be incorrect or wrong, the contract, if awarded to us, shall be terminated immediately and we shall be liable to be blacklisted/debarred for future works/contract with AIC. Any such action shall, however, be without prejudice other rights of AIC including indemnifying losses under the law.

The above declaration is given in accordance with Proposal conditions.

(Authorized Signatory)

(Name of the signatory along with seal)

Note: - The signatory should not affect any variation in the text of declaration. Declaration in any other form shall not be acceptable and shall render the Consultant for disqualification of the Proposal.



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(On Letterhead of the Agency)

Annexure “D”

I _____ son /wife of Shri _____
_____ am the Authorized Signatory of
M/s _____ and do hereby solemnly
affirm and declare as under:

That

- a) We are in a position to station a team at NEW DELHI during the term of Engagement on full time basis as detailed in the bids.
- b) *The Resume/ CV of Project Head, Team Leader and Team members mentioning the qualifications, relevant experience etc. will be shared with AIC before mobilization of resources.

In case the above declaration is found to be incorrect or wrong, the contract, if awarded to us, shall be terminated immediately and the we shall be liable to be blacklisted/debarred for future works/contract with AIC. Any such action shall, however, be without prejudice other rights of AIC including indemnifying losses under the law.

The above declaration is given in accordance with Proposal conditions.

(Authorized Signatory)

(Name of the signatory along with seal)

Note: - The signatory should not affect any variation in the text of declaration. Declaration in any other form shall not be acceptable and shall render the Consultant for disqualification of the Proposal.