



**BVRIT HYDERABAD College of Engineering for Women**  
**Bachupally, Hyderabad-500090**

**Research & Consultancy  
Incentive Policy Document**



**VISHNU**  
UNIVERSAL LEARNING

**Version 3.0**

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Sl. No.	Clause	Page No.
1	Introduction	3
2	Objectives	3
3	Expected Outcomes	3
4	Terms and Conditions	3
5	Research Outcomes Evaluation Committee	4
6	Annual Research Excellence Awards	4
7	Research Publications	6
8	Participation in Conferences	9
9	Extramural funding (Research & Community Services)	10
10	Patents (Filing, Publication, and Grant)	11
11	Research Consultancy & Trainings to Industry / Corporate trainings	12
12	Research Guidance	14
13	Research Seed Funding	14
14	Startup Seed Funding	15



## 1. Introduction

Sri Vishnu Educational Society wishes to establish itself as one of the pioneering research group through all the institutions sponsored by it, expanding the realms of knowledge across different streams of education. This policy document describes various incentive schemes to encourage and promote the culture of research among the staff members and, indirectly, amongst students.

The incentive scheme consists of:

- Cash Incentives
- Bonus Points

## 2. Objectives

To encourage the teaching and technical staff of **BVRIT H** to

- Publish high-quality, relevant, and original research articles in the areas of fundamental research, applied research and educational research and thus have more citations per article by collaborating with Industry, Research Laboratories, and other premier educational institutes.
- File and publish patents having good commercialization potential.
- Submit research proposals inviting extramural funding and establishing relevant research facility leading to a Centre Of Excellence (COE).
- Provide consultancy services and training to industry in MSME, Government, NGOs and other organizations/ corporates.

## 3. Expected Outcomes

- Increase in the number of quality research publications.
- Enhancement in patent publications, grants, and income from tech commercialization (TRL 6 above).
- Building up special labs leading to Centres Of Excellence (COE).
- Increased visibility of the college as a research institute, thus attracting better talent in terms of staff and students.
- Publications in collaboration with SVES and other external reputed institutions.

## 4. Terms and Conditions

- The enforcement of the policy will be with effect from 1st July 2024.
- The incentives are calculated with reference to the calendar year.
- Any Research Award/Grant/Cash Incentive/Leave benefit cannot be claimed as a right.
- The incentives/bonus points shall only be applicable for the achievements with the Institute affiliation and while in service of the institution (BVRIT HYDERABAD College of Engineering for Women).



- The Research Outcomes Evaluation Committee (ROEC) is the recommending authority to the principal for final approval.
- The policy can be withdrawn at any point in time without any formal notice to anybody. The Institute reserves the right to modify or amend this policy in whole or in part at any time, with or without prior notice.
- In case the faculty member leaves the organization in midst of the calendar year, he/she will not be able to claim the benefits.
- The amount disbursed by the scheme shall be reclaimed, if in case the provided information for the claim, is wrong/incorrect or incomplete.
- In case of collaborative research with any other Institute/Lab or university, only the faculty member of BVRIT HYDERABAD College of Engineering for Women shall be entitled for Research Awards, Cash Incentives, or any Bonus Points.
- The external member shall not be entitled for any benefits.

## 5. Research Outcomes Evaluation Committee

The Research Outcomes Evaluation Committee (ROEC) duly comprises of following members.

For R&D	For Consultancy
Dean / Associate Dean R&D, Chairperson Head of the Departments or his nominee Professor/Associate Professor Department R & D Coordinator, Dean IQAC or his nominee	Dean, Industrial Consultancy, Chairperson Head of the Departments or his nominee Professor/Associate Professor Department Consultancy Coordinator, Dean IQAC or his nominee

ROEC members will meet on a regular basis to take decisions and submit their final recommendations to the principal for approval. The minimum quorum for the meeting is 2/3rd of the members. The committee shall involve the concerned associate head of the department in case of any inputs are solicited for some specific cases of discussion.

## 6. Annual Research Excellence Awards

### 6.1 Eligibility and frequency

- All faculty members on the rolls of BVRIT HYDERABAD College of Engineering for Women (one year and above, service in **BVRIT H**).
- Should have accrued a minimum number of bonus points as mentioned in Table 1
- The frequency of the award is on annual basis.

6.2 Cash incentives shall be given in two categories as per table 1 on the accumulation of bonus points as detailed in sections 7 to 12.



## Research Awards

Category of Award	Minimum Bonus points to be accrued over the year to be eligible for the award	Amount of reward money (INR)
<b>Eminent Researcher award</b>	150	75,000
<b>Outstanding Researcher award</b>	100	50,000

**Table 1. Criteria for Researcher Excellence and Best Researcher Award**

Category	Particulars	Categories	Bonus Points	Total
Research Publications [Faculty]*	Journal Papers [SCIE]	IF 0.5 – 1.0	05	> Single author (full credits) > In case of more than one author, 60% credits will be given to first/corresponding author and 40% to all other authors > Only research papers and review articles will be considered for Bonus points for each publication > The faculty must have minimum 2 – papers as first/corresponding author
		1.1 – 3.0	15	
		3.1 – 5.0	25	
		5.0 – 7.5	35	
		7.6 – 10.0	45	
		≥ 10.1	50	
Research Publications [Students]* <b>Shall be the outcome of the students projects of the institution</b>	Journal Papers [SCIE]	IF 0.5 – 1.0	05	> The papers with students affiliated to the institute only considered for the Bonus Points of that faculty > Collaborated Student papers with other faculty will not be considered > Only research papers and review articles will be considered for Bonus points for each publication > The faculty must have minimum 2 – papers with faculty/ students as a first/ corresponding author
		1.1 – 3.0	15	
		3.1 – 5.0	25	
		5.0 – 7.5	35	
		7.6 – 10.0	45	
		≥ 10.1	50	
Patents	Published	Institute	10	The patent must be on the Institute name only will be considered for points
	Granted	Institute	20	
Extramural Research Funding/Project (for each project) * as per NAAC acceptance	Principal Investigator (PI) & Co-Principal Investigator (Co-PI)	1 – 5 (lakhs)	05	> Full credits will be given to PI (single PI) for each project > In case of collaborative research, PI will get 60% credits and 40% credits will be given to Co-PI > In case of more than one Co-PI, then 40 % credits will be equally shared among them
		5.1 – 10	10	
		10.1 – 20	15	
		20.1 – 30	20	
		30.1 – 50	30	
		50.1 – 100	35	
		≥ 100.1	50	
Research Seed Grant Projects	Principal Investigator (PI) & Co-Principal Investigator (Co-PI)	1 – 5 (lakhs)	10	> PI & Co-PI must from SVES institutions only > Full credits will be given to PI (single PI) for each project > In case of collaborative research, PI will get 60% credits, and 40% credits will be given to Co-PI > In case of more than one Co-PI, then 40 % credits will be equally shared among them
Consultancy Projects*	External Funded & In-House Projects	1 – 5 (lakhs)	05	> PI & Co-PI must from the same institute only > Full credits will be given to PI (single PI) for each project
		5.1 – 10	10	
		10.1 – 20	15	



NIRF considerable funding		20.1 – 30	20	> In case of collaborative research, PI will get 60% credits, and 40% credits will be given to Co-PI > In case of more than one Co-PI, then 40% credits will be equally shared among them
		30.1 – 50	30	
		50.1 – 100	35	
		≥ 100.1	50	
Research Supervision	Supervisor (Ph.D.)	Mini. 1	10	The faculty must guide the internal / external faculty for Ph.D.
	Co-supervisor (Ph.D.)	Mini. 1	05	
Book [International Publisher with ISBN number]	Textbook	Nat./Intl.	10	The faculty must be an author for book published by reputed publishers [Ref. Annexure I]
	Reference Book		20	
Plenary/Keynote Speaker	Intl. Conference [Abroad]	Mini. 1	10	The faculty must have invitation from the conference organizing team [Online/Offline]
	Intl. Conference [India]	Mini. 1	05	

- The fields with '\*' (**All the four**) are a mandate to the faculty members to apply for the research awards.

#### Eminent Researcher award

- This award shall be presented to a faculty achieving the highest credits based on the criteria mentioned in the Table 1.
- The minimum total credit points shall be 150.
- There should be minimum 5 bonus points each from categories marked with '\*'.
- This award will be given to same individual only two times.

#### Outstanding Researcher award

- This award shall be given to a faculty based on the criteria mentioned in Table 1.
- The faculty with the highest credits shall be considered for this award (minimum credit points will be 100).
- There should be minimum 5 bonus points each from categories marked with '\*'.
- The faculty receiving the Eminent Researcher award of that year will not be considered for this award.
- This award will be given to same individual only two times.

### 7. Research Publications

#### 7.1 Eligibility and frequency

The incentives/bonus points shall only be applicable for the achievements with the institutional affiliation and cash incentives shall be disbursed only once in a Semester. Based on the research outcomes, evaluation committee finalizes the publication charges to be paid to the faculty with the approval of the principal.



## 7.2 Bonus points and cash incentives

The details of the incentives for Engineering and Basic Science branches are listed in Table 2.

**Table 2. Engineering and Basic Science Departments**

Level of Publication of a Research Paper	Identification of Authors for Distribution of Points	Bonus Points	Proposed Research Policy from 1 <sup>st</sup> July 2024
International Conference Paper Indexed in Scopus/WoS	First Author	5	Support as explained in Table 4.
	Corresponding/Supervisor	5	
	Points to be divided among all others	5	
	Session Chair	3	
	Plenary / Keynote Speaker	5	
Peer Reviewed Scopus Journal Q1	First Author	15	30,000
	Corresponding/Supervisor	15	
	Points to be divided among all others	15	
Peer Reviewed Scopus Journal Q2	First Author	10	25,000
	Corresponding/Supervisor	10	
	Points to be divided among all others	10	
Peer Reviewed Scopus Journal Q3	First Author	8	20,000
	Corresponding/Supervisor	8	
	Points to be divided among all others	8	
Peer Reviewed Scopus Journal Q4	First Author	6	15,000
	Corresponding/Supervisor	6	
	Points to be divided among all others	6	
Scopus / WoS (ESCI)	First Author	5	12,000
	Corresponding/Supervisor	5	
	Points to be divided among all others	5	
SCIE Indexed Journal [Collaboration outside SVES Institutions]	Impact Factor < 1.0	10	10,000
	Impact Factor 1.1 – 3.0	15	20,000
	Impact Factor 3.1 – 6.0	20	25,000
	Impact Factor 6.1 – 10.0	25	30,000
	Impact Factor > 10.1	30	35,000
SCIE Indexed Journal [Collaboration within SVES Institutions]	Impact Factor < 1.0	15	15,000
	Impact Factor 1.1 – 3.0	20	25,000
	Impact Factor 3.1 – 6.0	25	30,000
	Impact Factor 6.1 – 10.0	30	35,000
	Impact Factor > 10.1	40	40,000
Book Chapter Published in Indexed Volumes [Scopus/WoS/ Elsevier, IGI, T&F, Springer] (Other than Conference extended)	First / Corresponding Author	15	10,000
	Points to be divided among all others	10	10,000
Books Published [International Publishers*]	First / Corresponding Author	20/25	25,000
	Points to be divided among all others	15/20	
Books Published [National Publishers*]	First / Corresponding Author	15/25	15,000
	Points to be divided among all others	10/20	

\* Publication charges: Prior approval from the ROEC is mandatory before the selection of the publisher. Bills shall be raised directly on the institution by the publisher. Only such bills shall be reimbursed.

\*ROEC takes consideration the impact factor of the journals as well to decide on the final incentive amount

\*Papers presented at conferences and later published in the journals/Books will be treated as conference paper/book chapters only (as the case may be) and hence will not be eligible for any kind of cash incentives.

\*International and National Book Publishers: Annexure – I



### 7.3 Process

- a) Whenever the paper is to be communicated to any conference / journal, it is necessary to obtain a UINC (Unique Identification Number for Communication) from the Office of R&D / Research Coordinator of the Department
- b) Upon publishing a paper in the journal or conference paper that is indexed in Scopus, the UINP (Unique Identification Number of Publication) is to be obtained from the Office of R&D through the Department Research coordinator
- c) The Office of R&D will collate a list of research publications based on regular notifications, UNIC and UNIP, throughout the year.
- d) Publications by Basic Sciences & Humanities / Management faculty shall be in Engineering / Computer journals (SCI/SCIE/Scopus/WoS). Refer Annexure 2.

### 7.4 Dissemination of Cash Incentives (Page Number 5)

- I. Once the list of awardees is approved, the authors need to declare their percentage of share of the total cash reward in a separate declaration in the office of R&D.
- II. The list of awardees will be placed before the finance committee for approval, following which the amount will be disbursed (through online payment).
- III. **Guidelines:**
  - a. No compensation shall be given towards any open access article charges by the authors for the publication of a research paper. Incentives shall be considered as per Tables 2.
  - b. The faculty member should produce evidence of having published a paper in the refereed journal and the impact factor of the journal. Also, he/she must produce a printed copy of the paper, [at least first page of the paper and proof of Journal impact factor].
  - c. A single author paper with **BVRITH** affiliation is entitled to full incentive (100%). In journal papers with two authors from **BVRITH**, the incentive shall be shared equally.
  - d. Journal paper with three or more authors from the **BVRITH**, the first and the corresponding authors can have a share of 70% with equal distribution, and the remaining authors are assigned a share of 30% with equal distribution.
  - e. If the paper has two authors and one author is only from **BVRITH**, he/she will be entitled to receive 70% of the cash incentive, if the author is first or corresponding.
  - f. Credits and cash incentives are applicable other than first author/corresponding author as per Table 3.

**Note:** However, the recommendation for approval is subject to review by a committee whose decision is considered final. Bonus points shall be awarded as per table 2.



**Table 3. Dissemination of Cash Incentives for the Papers published with SVES and Other Institutions Collaborations**

Number of Author(s)	Author Role	Collaboration with (2024)		Total (%)
		SVES Institutions	Other Institutions	
One Author	First / Corresponding Author	100	100	100
	Co-author		50	
Two Authors	First / Corresponding Author	70	70	100
	Co-author	30	30	
	In this case, if one is First and another is Corresponding Authors	50 each	50 each	
	Co-authors share	30	30	
Three or more Authors	First / Corresponding Author	70	70	100
	In this case, if one is First and another is Corresponding Authors	50 each	35 each	
	Co-authors share	30	30	

## 8. Participation in the Conferences

### 8.1. Eligibility and frequency

- Conference must be Scopus / WoS indexed
- Staff member willing to avail of the support must have served **BVRIT H** for at least 6 months.
- Application form need to be submitted to the R&D office at least 2 months before the actual dates of the conference.

### 8.2 Refer to Table 4 for monetary support for travel to the conferences.

Nature of Conference	Role in the Conference	Eligibility Condition	Research Policy from July 2024	Periodicity of eligible to seek support	Remarks for disbursement
Conference being held in India, proceedings as a full-length paper to be indexed in Scopus / WoS	Presenting a research paper	Minimum 6 months of service with the BVRIT H	Actual Expenditure / Maximum 10,000 INR	2 times in a year	After the paper indexed in Scopus / WoS database
Conference being held in International, proceedings as full – length paper to be indexed in Scopus / WoS	Presenting a research paper	Minimum 6 months of service with the BVRIT H	Full registration Fee and 50% travel expenses subjected to committee approval	1 - time in a year	After the paper indexed in Scopus / WoS database



### 8.3 Process

- a) The staff must submit the needful documents like conference paper (at least front page), Acceptance letter, conference brochure, schedule, proof of registration fee, etc.
- b) After verification at the office of R&D, recommendations will be made to the principal for approval
- c) For international travel grant, first the application must be made to different funding agencies well in time. The same must be submitted along with the claim, whether it is sanctioned or not.
- d) For an international travel grant, recommendations from the finance committee and Principal are mandatory.

### 8.4 Disbursement / Reimbursement of Cash Support

The amount will be presented to the finance committee, post which the amount will be disbursed to the faculty member as per table 4. The faculty must submit the Conference Participation/presentation certificate, Receipt of Registration Fee, Proceedings copy if any, Published paper with Indexing, proof of travel (tickets, boarding pass etc.).

## 9. Extramural Research Funding

### 9.1 Eligibility and Frequency

- i. Staff members should be on regular rolls of BVRIT.
- ii. Staff members should have obtained the forwarding letter from the principal, upon submission of a copy of the proposal to the principal office.
- iii. Acknowledgement of the final submission of the project to the concerned agency needs to be submitted to the office of the principal.

### 9.2 Bonus points will be accumulated as per table 5.

**Table 6. Bonus Points for Research Funding**

Achievement / Activity /Amount finally credited in the Institute account in the calendar year)	Bonus points (Principal Investigator)	Bonus points (Coinvestigator)
More than 1 Lakh but less than 5 Lakh	20	5
More than 5 Lakhs, but less than 10 Lakhs	25	10
More than 10 Lakhs, but less than 25 Lakhs	30	15
More than 25 Lakhs, but less than 50 Lakhs	35	20
More than 50 Lakhs, but less than 1 Crore	40	25
More than 1 Crore	50	30



### 9.3 Process

- a) Any staff member willing to submit the project for extramural funding approaches the office of the principal must be informed of it, with a complete copy of the proposal (at least a week to 10 days prior to the deadline)
- b) Only after single cycle of scrutiny, the forwarding letter is signed by the principal
- c) If there is a need for seed money, a separate application should be submitted in the prescribed format available from the office of the principal

### 9.4 Disbursement of Support

- a) After the final scrutiny, the sanctioned amount would be disbursed to the vendors for the establishment of the facility
- b) In the case of research projects, the investigator team of **BVRITH** will receive a 1% incentive at the start of the project, and another 1% after the successful completion of the project.
- c) The Net Grant amount received will be the criteria for disbursement.

## 10. Patents (Filing, Publication, and Grant)

### 10.1 Eligibility and Frequency

- i. Staff members on the rolls of **BVRITH**.
- ii. The patent is filed with the institute's ownership
- iii. Submission through Verispire /Aumirah – shall be encouraged.

### 10.2 Bonus Points: Bonus points are awarded as per Table 7.

Achievement / Activity   Regarding Patent	Bonus Points (Innovators)	Bonus Points (Co Innovator)	Cash Incentive
Publishing a Patent*#	10	5	As per the Verispire /Amera MoU, expenditure is supported by the Institute
Grant of a Patent*#	20	10	

**\*BVRITH should be one of the applicants.**

#In a case where the faculty doesn't seek support from **BVRITH** in the patenting process and completes the entire process on their own, the faculty are entitled to receive Rs. 5,000 and, Rs. 25,000 incentives upon publication of a patent & grant of a patent, respectively. The faculty are entitled to receive Rs. 10,000 if all inventors are from SVES, and the claim is applicable to the 1st inventor only if the SVES institutions are the applicants. The patents from the startups supported by SVES are encouraged with startup as co-applicant through Verispire /Aumirah.

**Note:** Affiliation with **BVRITH** is only considered.



### 10.3 Process

- a) Any staff member who is willing to file a patent, needs to approach the R & D office with the invention disclosure form.
- b) R & D office approaches the panel of a patent attorney for vetting the idea and drafting the claims for filling the patent.
- c) The drafts shall be approved by the inventors, and any necessary changes will be made accordingly.
- d) The inventors shall decide their share on commercial benefits while signing the MoU with the institution
- e) The patent is considered as filed

### 11. Research Consultancy & Trainings to Industry / Corporate

#### 11.1. The services/consultancy provided may be of the following types:

- a. Institutional Consultancy - Institutional Consultancy relates to advice render to an industry/organization, or work done for them, by a department /group/individual on behalf of the Institution.
- b. Individual Consultancy - Individual consultancy relates to consultancy or work undertaken by an academic staff member in his individual capacity.
- c. Technical Services (Eg. Specific Laboratory / Software)
- d. Training by the individual / institute to industry/corporate

#### 11.2. Tax is applicable for the revenue generated through consultancy work.

11.3. While working out the cost of consultancy project, the following steps are to be taken into consideration:

- Cost of inputs (such as animals, chemicals, raw material and other types of consumables) and equipment.
- Payments to outside consultants, if any.
- Expenditure for travel.
- Of the expenditure incurred under the above three heads **or** 70% of the receivables, whichever is **maximum** will be treated as expenditure.

11.4. While working out the expenditure of training, the following are to be taken into consideration:

- Travel expenditure
- Tutor/teacher expenditure (salary for the personnel recruited for the purpose)
- Miscellaneous including printing materials

#### 11.5. Eligibility and Frequency

- a) Staff members on the rolls of **BVRITH**.



- b) The total amount should have been received in the name of the college
- c) While receiving the amount, the invoice shall clearly specify the consultancy/training amount, capital costs, consumables cost, travel costs by institute transport, etc., i.e., the expenditure incurred, and the consultancy amount shall be separately shown.
- d) If the invoice is not given as detailed above, the expenditure under all the above headings needs to be specified along with the claim.
- e) Frequency – Need Based.

#### 11.5. Bonus points and cash incentives as per Table 7.

**Table 7. Bonus points for consultancy works**

Research Consultancy worth INR (*based on the amount deposited in the account of the Institution / PI)	Bonus Points	Cash Incentives
5,000 to 25,000	05	<ul style="list-style-type: none"> <li>• When infrastructure facilities and faculty/staff working time are utilized, the amount is shared equally by the PI team and the institution*</li> <li>• If only faculty/staff work time during the working hours has been utilized, the amount shall be split 60% to the PI team and 40% to the institution*.</li> </ul>
25,001 to 50,000	10	
50,001 to 1,00,000	15	
1,00,001 to 5,00,000	20	
<b>Trainings to Industry / Corporate trainings</b>		<ul style="list-style-type: none"> <li>• Hourly payments may be decided based on the receipts minus expenditure detailed above</li> </ul>

#### 11.6. Process

- a) Any staff member, who is willing to take up a consultancy project, approaches the Office of Patent Facilitation & Consultancy (OPEC) in the IIC Cell of the institute and fills up the Agreement of Project Work (APW) proforma.
- b) The consultancy project is taken up and the payments are received in the name of **BVRITH**.

#### 11.7. Dissemination of Cash Incentives

- i. As soon as the consultancy amount is credited into the college account, the work is successfully completed and the report is submitted to the client, the amount (as explained in Table 8) will be disbursed to the PTI Team.
- ii. Upon successful completion of the project/Training, the research outcomes/training evaluation committee will determine the net amount in case the invoice did not specify the expenditure part.

#### 12. Research Guidance

12.1 Eligibility of Supervisor/Co-supervisor by UGC/AICTE recognized university minimum of one-year service at **BVRITH**.



12.2 Cash incentive & Bonus points per scholar awarded with Ph.D (only in case, the Ph. D. is awarded within SIX years from the date of Registration).

- a) Cash Incentive: Rs. 10,000
- b) Bonus Points: 15

### 13. SEED Funding

The main objective of this proposal is to promote and support technology, Socio-Economical, Innovation based entrepreneurship spirit among the graduating students of **BVRITH** and faculty members.

#### 13.1 The Processing of Seed Capital Involves

- A faculty member desirous of getting a seed loan may apply for seed fund to the institution. After peer review and validation by the experts (ONE external expert from IIT/IIIT/NIT/HCU/Industry is must), the seed loan will be sanctioned based on the eligibility criteria as decided by ROEC Labs and recommendations by the respective heads of the departments.
- Faculty and departments of the institutes must work in coherence, and cross-departmental linkages should be strengthened through shared faculty, cross-faculty teaching, and research to gain maximum utilization of internal resources and knowledge.
- Periodically some external subject matter experts, such as guest lecturers or alumni, can be engaged for strategic advice and up skilling.
- Faculty and staff should be encouraged to do courses on innovation, entrepreneurship management, and venture development.

#### 13.2 Plan of action regarding SEED funding

Faculty members can submit the SEED grant proposals throughout the year, which will be scrutinised periodically depending on the number of applications at a given point

#### 13.3 Roles and Responsibility

- a) Student/Faculty should be ready with a detailed proposal (the application is with R&D Office).
- b) Budget plan with **initial approval** from experts is limited to Rs. 5 lakhs maximum.
- c) The timeline for any funding is up to 12 months and, upon satisfactory progress with necessary evidences, may be extended by a maximum of another 6 months or up to one year maximum.
- d) Support given by the institution and expected outcomes with respect to **TR levels**.

### 14. Seed Funding for Startup

- The faculty/student/start-up may utilize the financial support from the institute, and the institute may have a 1 to 6% share in the start-up. The evaluation committee will review



the quarterly financial report of the start-up. The Institute will have the right to liquidate the shares after 5 years of the start-up with the decision from the start-up. The share price may be evaluated on a mutual basis or price calculated by experts.

- **Case 1:** If the institute provides only necessary support without any financial assistance in seed and capital at outside of the institute premises, the institute share is 2% of net earnings of the start-up.
- **Case 2:** If the institute provides the necessary support at the institute premises, without financial assistance, the institute share is 4% of the net earnings of the start-up.
- **Case 3:** If the institute provides the necessary funds inside of the organization, the distribution of net earnings is given below (Table 8)

**Table 8**

Sl. No.	Total net earnings	Percentage (up to 2.5 lakhs)	Percentage (2.5-5 lakhs)	Percentage (5-10 lakhs)	Percentage (10 lakhs)
1	Not exceeding 10 Lakhs	6%	7%	9%	10%
2	Above 10 Lakhs Less than 25 Lakhs	7%	8%	10%	11%
3	Above 25 Lakhs Less than 50 Lakhs	8%	9%	11%	12%
4	Above 50 Lakhs Less than 1 Crore	9%	10%	12%	13%
5	Above 1 crore	10%	11%	13%	14%

- **Case 4:** If the institute provides the necessary funds at outside of the organization the distribution of net earnings as given below (Table 9).

**Table 9**

Sl. No.	Total net earnings	Percentage (up to 2.5 lakhs)	Percentage (2.5-5 lakhs)	Percentage (5-10 lakhs)	Percentage (10 lakhs)
1	Not exceeding 10 Lakhs	8%	9%	10%	11%
2	Above 10 Lakhs Less than 25 Lakhs	9%	10%	11%	12%
3	Above 25 Lakhs Less than 50 Lakhs	10%	11%	12%	13%
4	Above 50 Lakhs Less than 1 Crore	11%	12%	13%	15%
5	Above 1 crore	13%	14%	15%	16%

**(Principal)**



