Building Synergies.

Neeyamo Enterprise Solutions (P) Ltd.

September 2014

NEEYAMO

HR Consulting | Technology | Operations

Introducing Neeyamo

An overview.

+ Key Facts

Sustained Growth

- 200% Y-o-Y revenue progress
- PAT (profit after tax) of 30%
- Strong top line growth

Partnering Industry Leaders

- 32+ global clientele in three years from inception
- Approx. our quartile clientele are Fortune 500 companies

Global Presence

- Presence in 15 Countries, 3 Continents
- 4 Global delivery centers with 24 proximity centers
- Servicing Americas, Asia Pacific, Europe, the Middle East and Africa (EMEA)

Number of Clients **32 +**
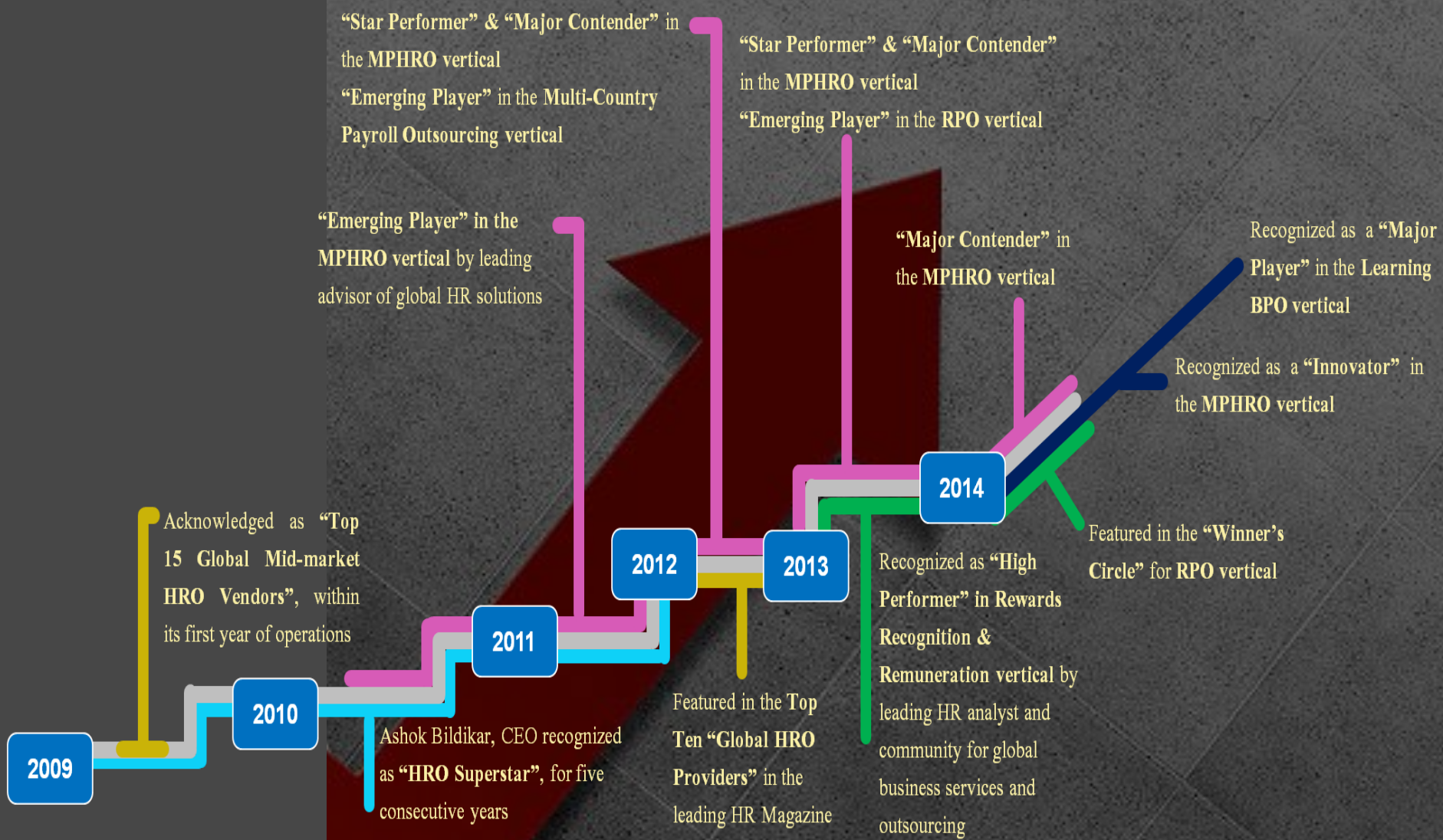
Global Employee Count

Approx. 1,000

Global Presence **3 Continents,**

15 Countries

Diverse **talent** pool

- Over **900 HRO Practitioners**
- Talent Profile : 25% are Masters and 70% are Bachelors

Neeyamo's Recognitions in the HRO Industry

**"Star Performer" & "Major Contender"** in the **MPHRO vertical**
"Emerging Player" in the **Multi-Country Payroll Outsourcing vertical**

"Star Performer" & "Major Contender" in the **MPHRO vertical**
"Emerging Player" in the **RPO vertical**

"Emerging Player" in the **MPHRO vertical** by leading advisor of global HR solutions

"Major Contender" in the **MPHRO vertical**

Recognized as a **"Major Player"** in the **Learning BPO vertical**

Recognized as a **"Innovator"** in the **MPHRO vertical**

Acknowledged as **"Top 15 Global Mid-market HRO Vendors"**, within its first year of operations

2014

Featured in the **"Winner's Circle"** for **RPO vertical**

2012

2013

Recognized as **"High Performer"** in **Rewards Recognition & Remuneration vertical** by leading HR analyst and community for global business services and outsourcing

2011

Featured in the **Top Ten "Global HRO Providers"** in the leading HR Magazine

2010

Ashok Bildikar, CEO recognized as **"HRO Superstar"**, for five consecutive years

2009

+ Global Presence

Global Delivery Center 1
Chennai, India

Global Delivery Center 2
Pune, India

Global Delivery Center 3
Manila, Philippines

Global Delivery center 4
Gurgaon, India

Americas

EMEA

Asia Pacific

→ **32+ Clients**

→ **03 Continents**

→ **15 Countries**

→ **04 Global Delivery Centers**

→ **25 Proximity Centers**

Ⓐ Customer presence   ◯ Delivery Centers

Principal office in California, US

Our state-of-art delivery centers in Chennai and Pune
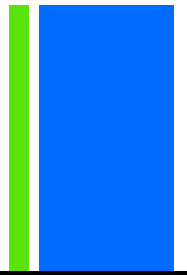
Neeyamo - Chennai *SP Infocity*

Campus
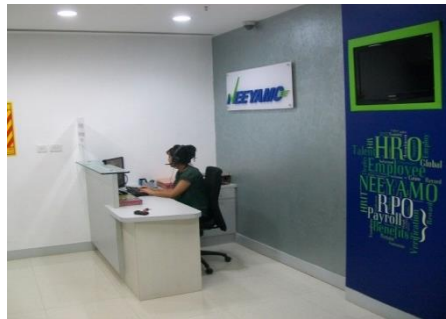
Reception
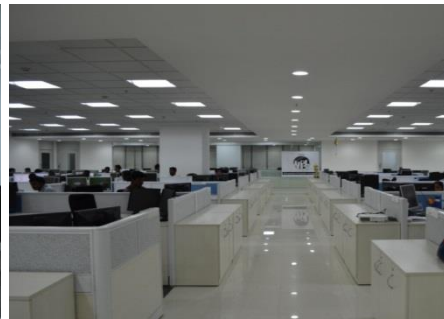
Production Floor

MANILA CENTER

Neeyamo - Pune *Blue Ridge*

Entrance

Reception

Production Floor

GURGAON CENTRE

HRO Service Platter

HR Consulting

[HR Transformation; HR SSC Strategy & Setup; Portfolio Analysis; Fit-gap Analysis; Process Re-engineering; Globalization & Consolidation; Change Management; Documentation]
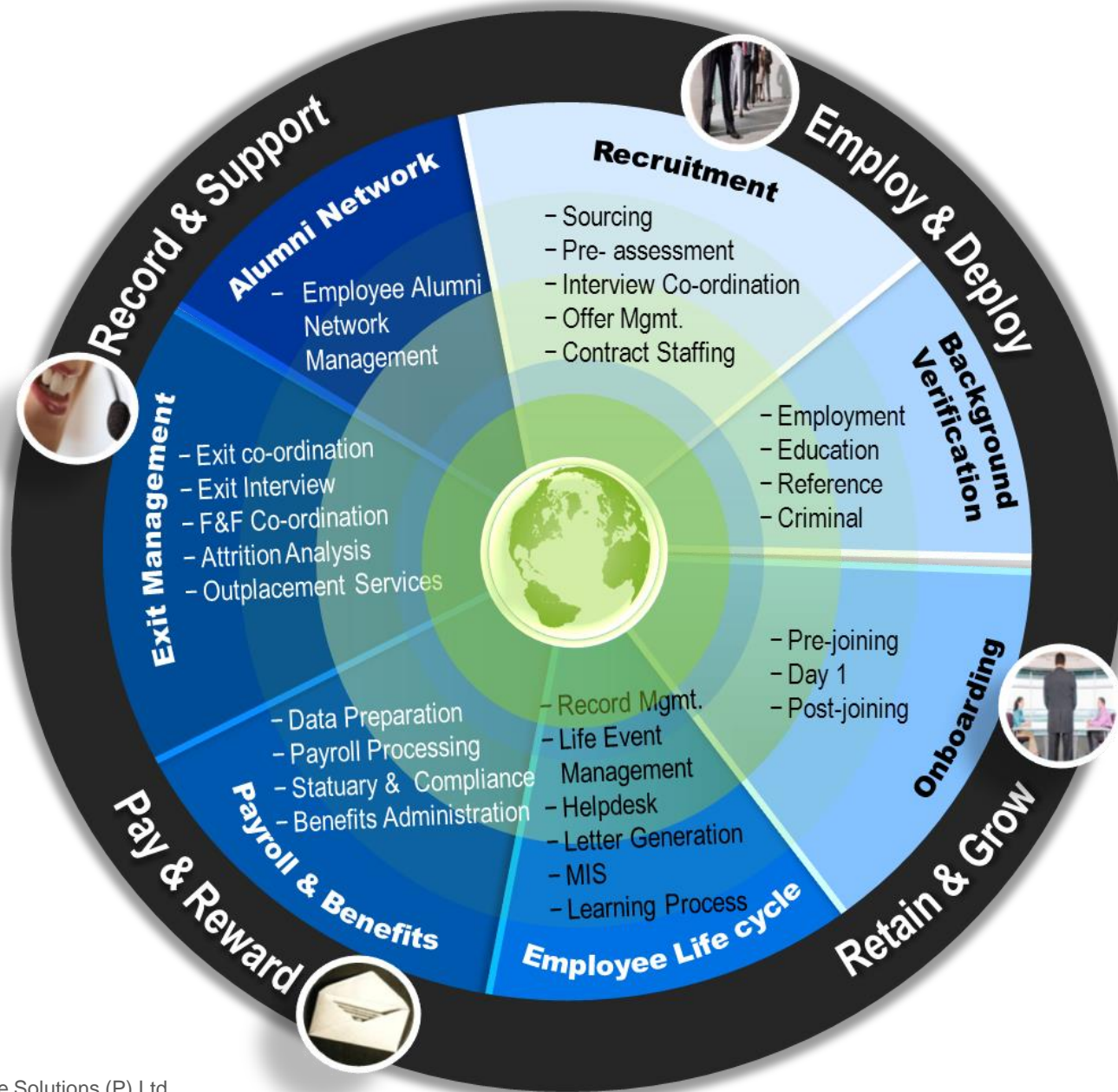
HR Technology

[Technology Selection & Architecture Design; Implementation; Maintenance & Support; HR Application Development; independent Testing; Product Re-engineering]

HR Operations

[Hire-to-Retire Full-Scope HRO; Single Process and Multi-Process HR BPO; Virtual Captive/ Backoffice for Aggregators]

Service Wheel

+ Understanding the Industry

BPO/ ITO	HRO
The delegation of one or more IT and labour intensive business processes (like accounts payable, call centre-based customer service, or claims processing) to an external provider that owns and manages the selected processes, based on defined and measurable metrics.	*The delegation of one or more HR IT and labour intensive HR business processes (like accounts payroll, helpdesk, or benefits) to an external provider that owns and manages the selected processes, based on defined and measurable metrics.*

OUTSOURCING HR IS A FAR MORE DIFFICULT

- **People & their feelings** are involved
- Potential **change in service delivery culture** (like more technology, less people, etc.)
- **Change Management** cannot be under estimated
- Expats, Senior Management – **exceptions galore**
- Impacts **wide set of stakeholders**
- … and **many more**

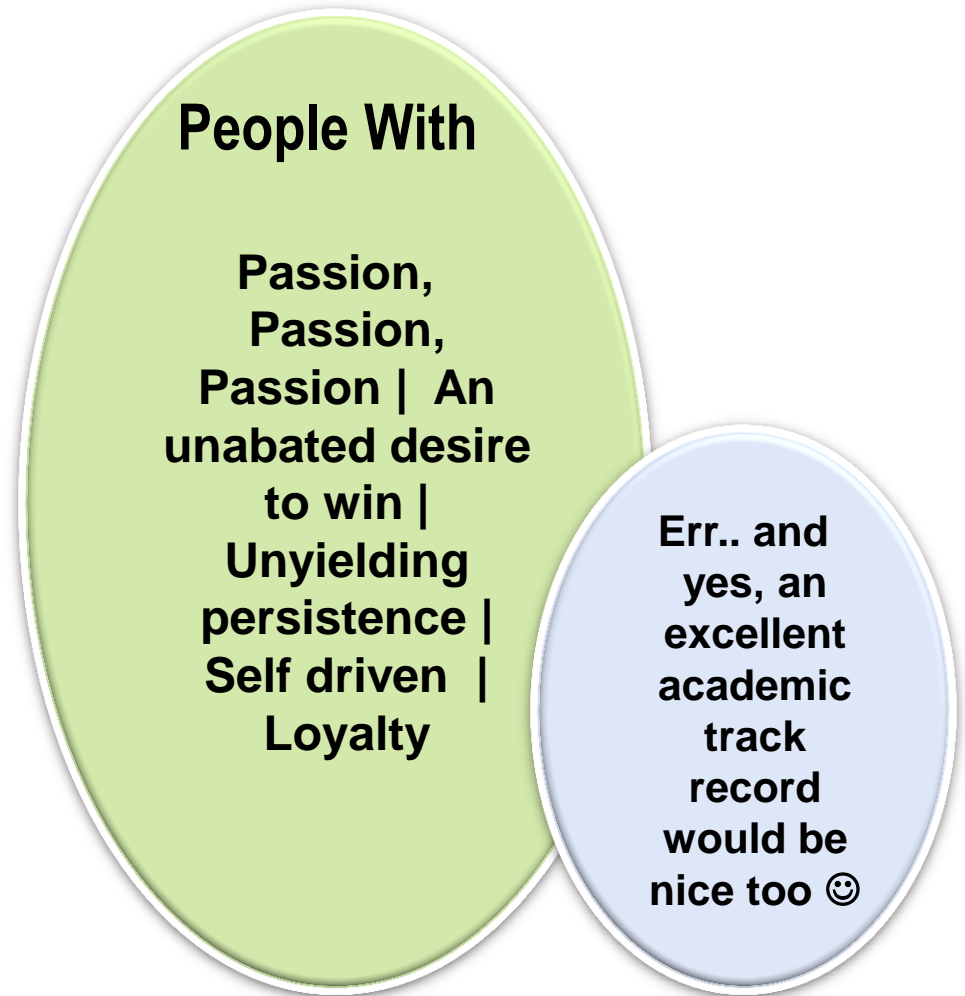**+**

What you need to do today

To be a Neeyamo kNight

As a **Neeyamo kNight**, you need to run to be in the same place

1 Go-getter & a Self-starter

2 Higher Energy Levels

3 Perseverance

4 Excellent Presentation & Communication Skills

5 Strong Research & Analytical Skills

6 Customer Handling & Objections Management

7 Innovative & Creative

People With

Passion, Passion, Passion | An unabated desire to win | Unyielding persistence | Self driven | Loyalty

Err.. and yes, an excellent academic track record would be nice too ☺

Whom are we looking for???

Position / Role	Details
Payroll Specialist	You will be responsible for processing payroll
Quality	You will be responsible for maintaining quality standards in the organization
Business Analyst	To be a strong link between customers and project team

As a **Payroll Executive,** you will be responsible for processing payroll

- Responsible for payroll reconciliation of end clients to ensure that the accounts are clean and free of any anomalies
- Responsible for entire payroll + Reimbursement processing
- Ensure to payroll the payroll as per the Payroll inputs / HR policies
- QC validation / Reconciliation on payroll processing
- Knowledge in PF, ESI & PT
- Income tax calculation
- Process improvements
- Understanding and complying to Local Statutory Laws of respective countries with respect to taxes, HR laws, etc.
- Coordinating with Local Tax Experts, clients and Vendors of respective country

Attractive compensation to start with; demonstrated performance will put you in a faster growth track

Salary - CTC	**Rs. 2.2 L / annum** **(**During the project period you will be paid a stipend of Rs. 10,000/- per month)**
Work Location	**Pune**
Project/ Internship Start Date	**At the earliest**

As a **Quality Consultant,** you will be responsible for maintaining Quality standards

- Ensuring that a quality system is established, implemented and maintained in accordance with the international standards
- Reporting on the performance of the quality system to the management for review and as a basis for improvement of the quality system
- Co-ordinating internal audits
- Co-ordinating and liaising with the auditors for the external audits
- Implementing all Quality assurance processes to ensure compliance ISO 9001 and 27001
- Identifying areas of improvements and sharing the best practices across the organization
- Ensuring the audit function performance to the required level
- Should have completed Six Sigma Certification

Attractive compensation to start with; demonstrated performance will put you in a faster growth track

Salary - CTC	**Rs. 3.0 L / annum** **(**During the project period you will be paid a stipend of Rs. 10,000/- per month)**
Work Location	**Pune**
Project/ Internship Start Date	**At the earliest**

As a **Business Analyst,** you will have to be a strong link between customers and project team

- Working on large engagements and be a strong link between customers, development team
- Work with third parties on software functionality throughout the development life cycle
- Collect, Understand and Transmit Business Requirements for projects
- Capable of analysing and translating them into Functional Specifications and Detailed Test Plans
- Document work flows and results of business analysis and obtain sign-off from
- customers
- To design and execute the test scenarios and test scripts.
- Day to day management of change requests in relation to the projects

+ Attractive compensation to start with; demonstrated performance will put you in a faster growth track

Salary - CTC	Rs. 2.2 L / annum (**During the project period you will be paid a stipend of Rs. 10,000/- per month)
Work Location	Pune
Project/ Internship Start Date	At the earliest

Performance

Passion

Potential

We will adopt a <u>two stage recruitment process</u> to select the best amongst you

Level 2 — **Interview**

Level 1 — **Test & Group Discussion**

Level 0 — **Eligibility Criteria** (Min 60% throughout MBA & NO standing arrears ☺)

+ **Questions**

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Thank you!

Building Synergies.

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Chennai :MGR Nagar, Perungudi,
SP Infocity, Chennai 600010

Pune : Phase 1, Hinjewadi,
Pune 411057

Gurgaon: Spaze I-Tech Park,
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