



HR  Consulting | Technology | Operations

Introducing Neeyamo

What you would want to know before joining us

This is what we will cover today

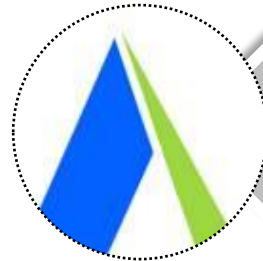
- Understanding Neeyamo
 - Who we are?
 - What we do?
- Understanding the requirement
 - What and who are we looking for?
 - What's on offer?
- Questions & answers



What makes “Neeyamo” the best company and the best team to work with?

UNDERSTANDING NEEYAMO

The Spirit of Neeyamo



Qualitative Growth

Make customers successful

→ **Performance**



Right Values

Honor commitments - always

→ **Integrity**



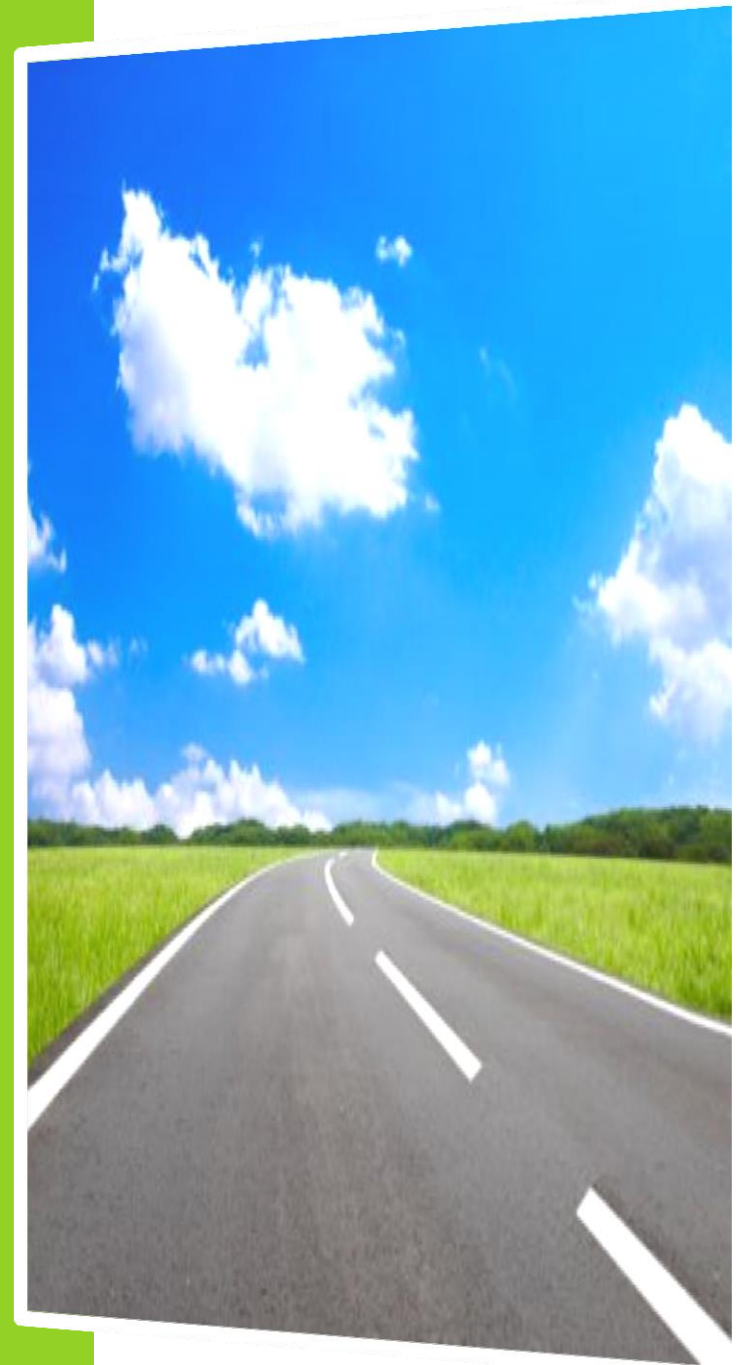
Forceful Speed

Each time: Better-faster-cheaper

→ **Excellence**

Our Vision

“ To be a **leader**
in **providing**
HR services to
global clients
leveraging
talent,
process &
technology ”



Introducing Neeyamo: A niche Global HR Service Provider

Sustained Growth

- Strong and consistent top line growth
- Healthy PAT (profit after tax) of 30%
- Cash positive with zero debt

Partnering Industry Leaders

- ~80 global clientele; servicing 150,000+ lives
- Many of our clients are marquee Fortune 500 and global companies

Global Presence

- Clients in 40+ countries; servicing Americas, Asia Pacific, Europe, the Middle East & Africa (EMEA)
- 4 Global Delivery Centers spread across India and Philippines; 25+ client proximity centers; many more client servicing and sales offices
- Round the clock delivery

State-of-the-art Global Delivery Centers

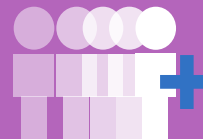


Best-in-class Infrastructure | LEED Pre certified Gold Rated Green Building | 24x7 Security, CCTVs, Biometric Sensors, Encryption, Firewall etc. | Logically isolated project work areas | Defined Access Rights | Integrated Business Continuity & Disaster Recovery

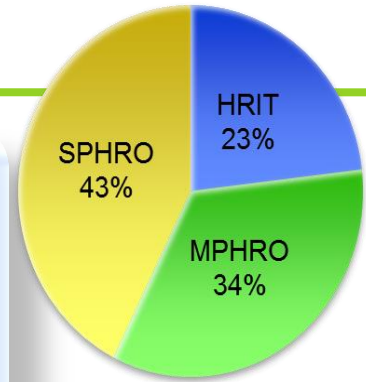
Diverse

talent pool ■ Over 1,000+ HRO Practitioners

- Talent Profile : 35% are Masters & above and 65% are Bachelors
- Certified talent pool in niche domains



Length and Breadth of our services offering the entire spectrum of hire-to-retain cycle



HR Consulting

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

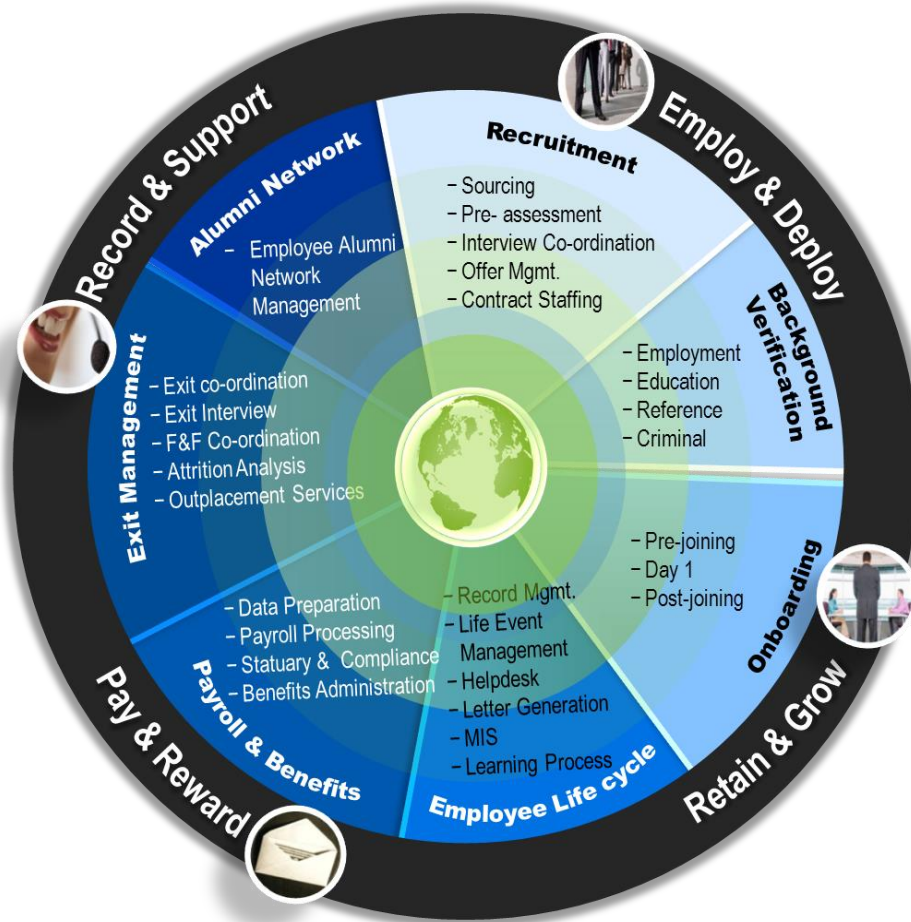
HR Technology

[Technology Selection & Architecture Design; Implementation; Maintenance & Support; HR Application Development; Product Re-engineering; Discreet Apps.]

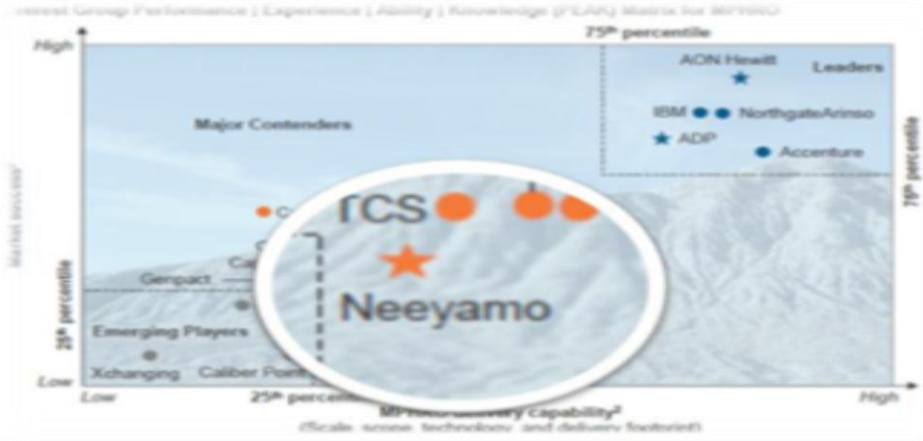
HR Operations

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

Services



Neeeyamo is well-recognized for its growth and contribution in the HRO industry



HRO superstar
for 5 times in a row!

Most Preferred Employer in the HRO category!

- Named a **'Star Performer 2012'** in the Everest Group Performance | Experience | Ability | Knowledge (PEAK) Matrix
- Just five global providers to be given this recognition
- Acclaimed as a **Major Contender** in Multi-process Human Resource Outsourcing (MPHRO)
- Everest Group says: "In a relatively quick timeframe, **Neeeyamo has shown commendable progress in terms of market success and delivery capability advancements. ...**"

neeyamo makes it to 'The HOT List' of Global HRO providers | Dec-2012

END-TO-END HR OUTSOURCING PROVIDERS

Look no further than our 4 leaders to stay ahead of the competition

Company	Head office	Operates from	Operates in	Total revenue	Key clients
ACCENTURE	usa.accenture.com	100+	100+	\$100B+	IBM, GE, etc.
ADP	usa.adp.com	100+	100+	\$100B+	IBM, GE, etc.
ACORN HUNT	usa.acornhunt.com	100+	100+	\$100B+	IBM, GE, etc.
DELTA	usa.delta.com	100+	100+	\$100B+	IBM, GE, etc.
AMBACT	usa.ambact.com	100+	100+	\$100B+	IBM, GE, etc.
GLOBAL HUMAN RESOURCE SOLUTIONS	usa.globalsolutions.com	100+	100+	\$100B+	IBM, GE, etc.
NORTHGATE/ARMO	usa.northgate.com	100+	100+	\$100B+	IBM, GE, etc.
SOLOL	usa.solol.com	100+	100+	\$100B+	IBM, GE, etc.
ADP INCORPORATED	usa.adp.com	100+	100+	\$100B+	IBM, GE, etc.

NEEYAMO

Figured in **"The Hot List"** of End-to-End HRO Providers



Top 5 Global Mid-market HRO by BBOO

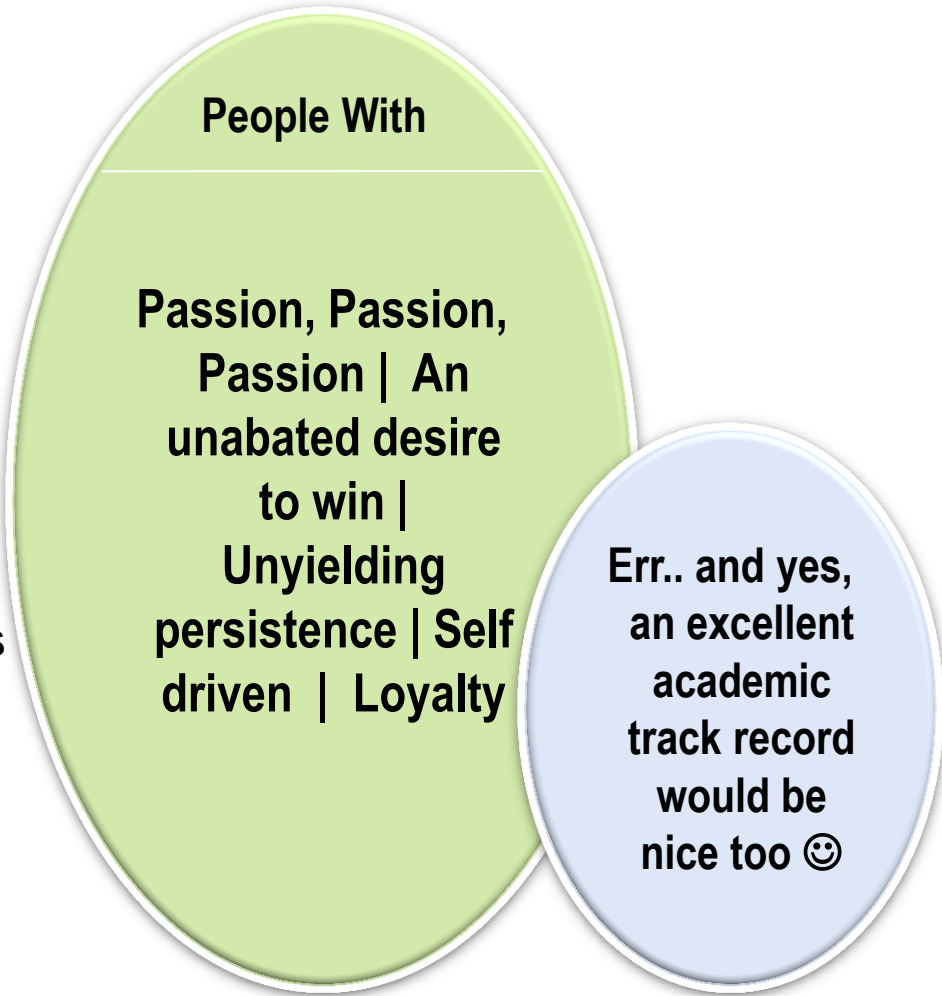


Do you have what it takes to run as fast as the organization does?

UNDERSTANDING PROFILE

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



Whom are we looking for???

Position / Role	Details
Business Development	Responsible for adding new client logos
HR Service Delivery Partner	To work on large HRO engagements of various global clients
Business Analyst	To be a strong link between customers and project team

As a **Business Development Executive**, you will be responsible for generating business

- Understand the services of the company thoroughly
- Competitor profiling and customer research
- Identify potential clients, manage existing account/customer relationships
- Understanding the requirements of the clients & positioning an appropriate solution
- Generating leads & qualifying the accounts based on the Sales strategies.
- Events Management & Brand Building
- Participate in generating customer responses such as proposals and presentations



Candidate should possess excellent oral & written communication skills

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

Salary - CTC

6L/annum

[Base Salary: 3L + Incentive : up to 3L]

(Incentives based on targets and achievement)

(**During the project period you will be paid a stipend of Rs.10,000/- per month)

Work Location & Shift

International Sales – Pune; Flexible shifts

Project Start Date

03-Feb-2014

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

Salary - CTC

6L/annum

[Base Salary: 3L + Incentive : up to 3L]

(Incentives based on targets and achievement)

(**During the project period you will be paid a stipend of Rs.10,000/- per month)

Work Location & Shift

India Sales - Noida, Ahmedabad; Day Shift

Note: Selected candidates will be expected to work out of Chennai

GDC for minimum of 12 months

Project Start Date

03-Feb-2014

As a **HR Service Delivery Partner**, you will have to work on large HRO engagements of various global clients

- Working on HR operations activities across the Hire – Retire life cycle
- Develop and maintain HR policies and procedures at defined interval
- Managing HR database across employee life cycle
- Managing employee payroll and benefits data
- Employee query resolution across policies and procedures
- Creating various MIS reports
- Other HR related activities on an ad hoc basis

Candidate should possess excellent oral & written communication skills and Client facing



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

Salary - CTC

Rs. 2.2 L / annum

Work Location

PAN India; Day Shift

**Project Start
Date**

03-Feb-2014

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

- ➔ Should have specialized in Systems / HR
- ➔ Candidate should possess excellent oral & written communication skills and must be customer facing



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 & Shift

Pune; Day Shift

Project Start Date

03-Feb-2014

We will adopt a two stage recruitment process to select the best amongst you



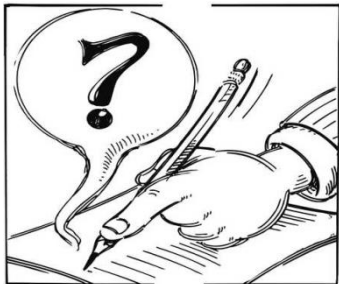
Level 2

Interview



Level 1

Test & Group Discussion



Level 0

Eligibility Criteria
 (Min 60% in 10th, 12th, UG and 55% and above in PG
 Also, NO standing arrears 😊)





Building Synergies

Neeyamo Enterprise Solutions

www.neeyamo.com