



Believe our ways



MK Solutions provides wide range of solutions in Human Capital domain primarily to clients in IT, Banking, Financial Services, Securities, Pharmacy, Manufacturing and Telecommunications industries.

We provide Recruitment, Software Development, Staffing, Training and Consulting services to client organizations.

MK Solutions is committed to provide best of its services to clients in India and abroad.

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DISTINCTIVE VISION AND STRUCTURE



MK Solutions was founded with a distinctive vision and structure aimed at achieving two basic goals:

- o To understand the value of human capital and recognize that it is a strategic part of any business place.
- o To have a team of highly qualified consulting professionals focusing on Strategy, Sourcing, Screening, Selection, Start and Service.

We are well structured and at par with the trends in the market and feel that the work carried out by us would fetch maximum benefits to the company and the clients associated with us.

We believe that the give and take policy was started with the “Barter System” in India long back but there had been lots of changes in the process.

Clients outsource the work process/Job process to the other companies for

- **Saving their valuable time**
- **Get Good result out of it**
- **Make stability with the other process**

And we hope that we would be at par with latest trend and technology.

CLIENT ORIENTATION

MK SOLUTIONS was originated to cater the human resource needs of various corporate with current market trends and meet the demands with supply. In today's competitive world globalization has opened vast avenues of placements which demand the best of Human Resource for an upper hand over the competitors. In this highly increasing and flexible manpower market MK SOLUTIONS serves as the first step in the procurement of competitive, motivated and flexible Human Resources.



CULTURE OF PROBLEM SOLVING & COLLABORATION

Our consulting service was initialized to satisfy the manpower needs with the best skilled personnel for their unique openings. The organization is managed by a team of professionals, trainers, advisors, technical screening personnel's and people of varied domain Expertise. The team is competent, confident, committed and work towards a common goal of achieving excellence and satisfaction of clients beyond expectations.

EXPERT GROUPS →



We believe in working with our Expert groups. Our Expert groups consist of people from various Industries and walks of life such as financial services, Technology and Telecoms, Engineering & Automotive, Educational services, Medical services, Art and culture etc. We draw our understanding of manpower management from the insight and experience of our Expert Group partners.

They are available round the clock to support with their experiences and make the job process run smoothly.

← **VALUE FOR SERVICE COST**

We believe that we are accountable to every rupee that we take from our clients. As a testimony to this, we have adopted the policy of finding a suitable replacement if an employee selected through us leaves the organization.*

- (Within the stipulated time)

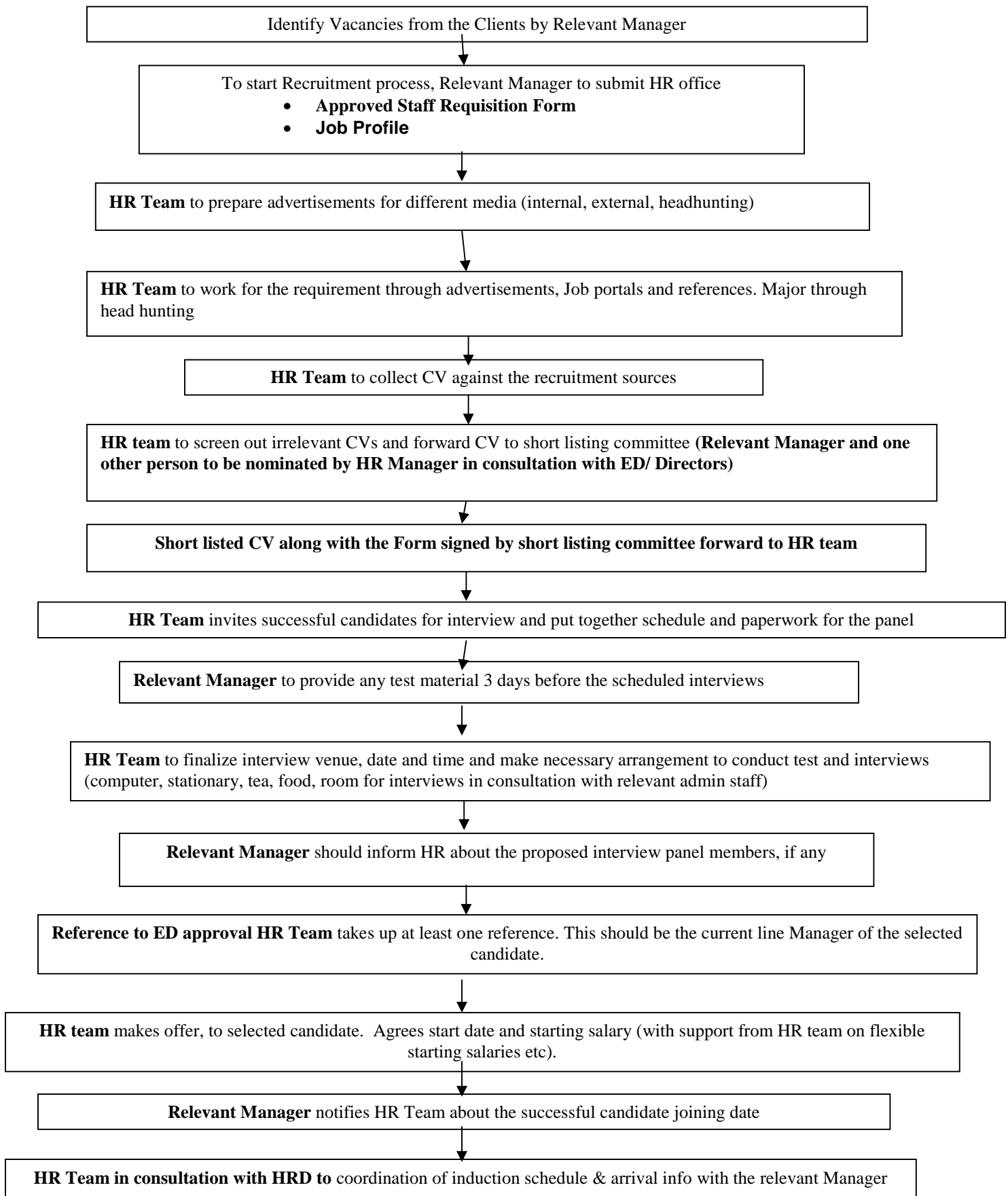
Here the major reason of doing this is to maintain best relationship with any our clients in the market and make them the feel that we are available all the time when they require us.



EMPLOYEE SEARCH



- HEAD HUNTING
- EMPLOYEE REFERRALS
- ADVERTISEMENTS
- JOB PORTALS
- DROP BOX FACILITY(Major Cities in India)
- KNOWN REFERENCES

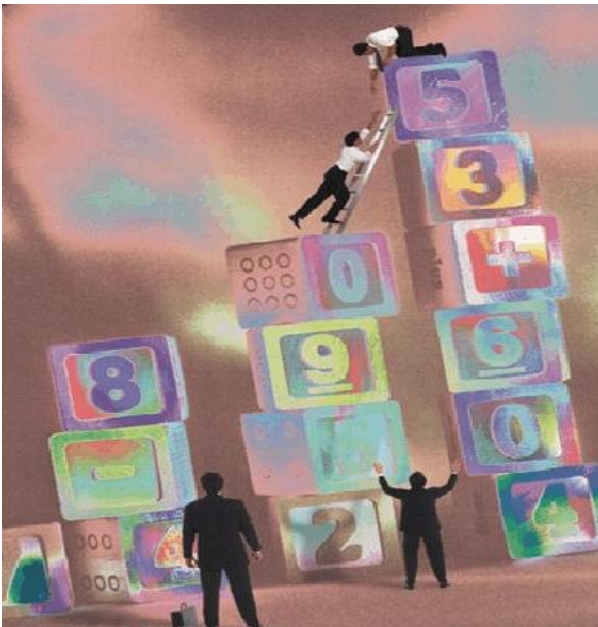


OUR RESPONSIBILITY

Our consultants are passionate about assuring that hired candidates make a positive impact that exceeds our clients' expectations. We follow up with candidate and client at regular intervals to check on performance and fit. Our diligence in this regard stems not only from professional pride but also from long-term outlook toward clients and candidates.



ASSESSING THE PROCESS "HOW"



To understand and meet the needs of our clients and the goals of our employees. By evolving & implementing effective recruitment strategies and providing value added, cost effective and quality HR Solutions.

STANDARD TERMS & CONDITIONS



SERVICES

The Company shall provide the following ("Services") to Client:

- Sourcing Candidates as per the requirements given by Client Organization.
- Arranging for potential employees' interview at premises indicated by the Client.
- Conducting such rounds of interview at Company's premises as indicated by the Client.

PAYMENT & INVOICING TERMS

Payment for Services.

The Company will be paid as follows:

8.33% of Annual Gross Salary of Selected Candidates ("Employees"), in case of Junior management cadre.

10% of Annual Gross Salary of Selected Candidates ("Employees"), in case of Middle management cadre.

12% of Annual Gross Salary of Selected Candidates ("Employees"), in case of Senior management cadre.

Such Professional fee shall be negotiable only with the consent of management of MK Solutions.

Invoicing

The invoice raising date will be 7 days after candidate joins the Client's organization. Payment is due upon receipt and past due 15 business days from receipt of invoice. If Client has any valid reason for disputing any portion of an invoice, Client will so notify the Company within Seven (7) calendar days of receipt of invoice by Client, and if no such notification is given, the invoice will be deemed valid. The portion of Company's invoice that is not in dispute shall be paid in accordance with the procedures set forth herein.

Taxes

All amounts payable pursuant of this Agreement are exclusive of taxes. Accordingly, there will be added to any such amount payable by Client the monetary sum equal to any and all current and future applicable taxes, however designated, incurred as result or otherwise in connection with this agreement or services. If Client does not pay such taxes, the company may make such payments and the Client will reimburse the Company for such payments. Client will hold the Company harmless for any payments made by Client pursuant to this section 3. Presently all invoices will carry a service tax @ 12.36% on the Gross amount and subject to change as per Government Laws.

CHANGE

Client may, with the approval of the company, issue written direction within the general scope of any services to be ordered. Such changes (the "Change Order") may be for additional work or the Company may be directed to change the direction of the work covered by the Task order, but no change will be allowed unless agreed to by the Company in writing.

Database Validity

1. All candidates referred by MK Solutions will be valid for a period of 6 months.
2. Such candidates may be hired for the position for which it has been sent or for some other position within the company.
3. If the referred profile exists in the database of client company, the client company shall notify MK Solutions within a period of 7days from the date of receipt or it will be deemed to be a valid referral.

REMOVAL PROCEDURE

MK Solutions is liable to provide appropriate and free replacement if a candidate joining through MK Solutions leaves the organization within three months of his/her joining.

STANDARD OF CARE

The Company warrants that its Services shall be performed by personals possessing competencies consistent with applicable industry standards. No other representation, express or implied, and no warranty and guarantee are included or intended in this agreement, or in any report, opinion, deliverable, work product, document or otherwise.

JURISDICTION

For any dispute, jurisdiction will be at Hyderabad only.

SIGN & SEAL SIGN & SEAL

[MK Solutions]

[Client Organization]

PS: Approval of this document by electronic mail will constitute full acceptance of the "Terms and condition" mentioned in this presentation.