

Centilytics

PLACEMENT DRIVE 2023

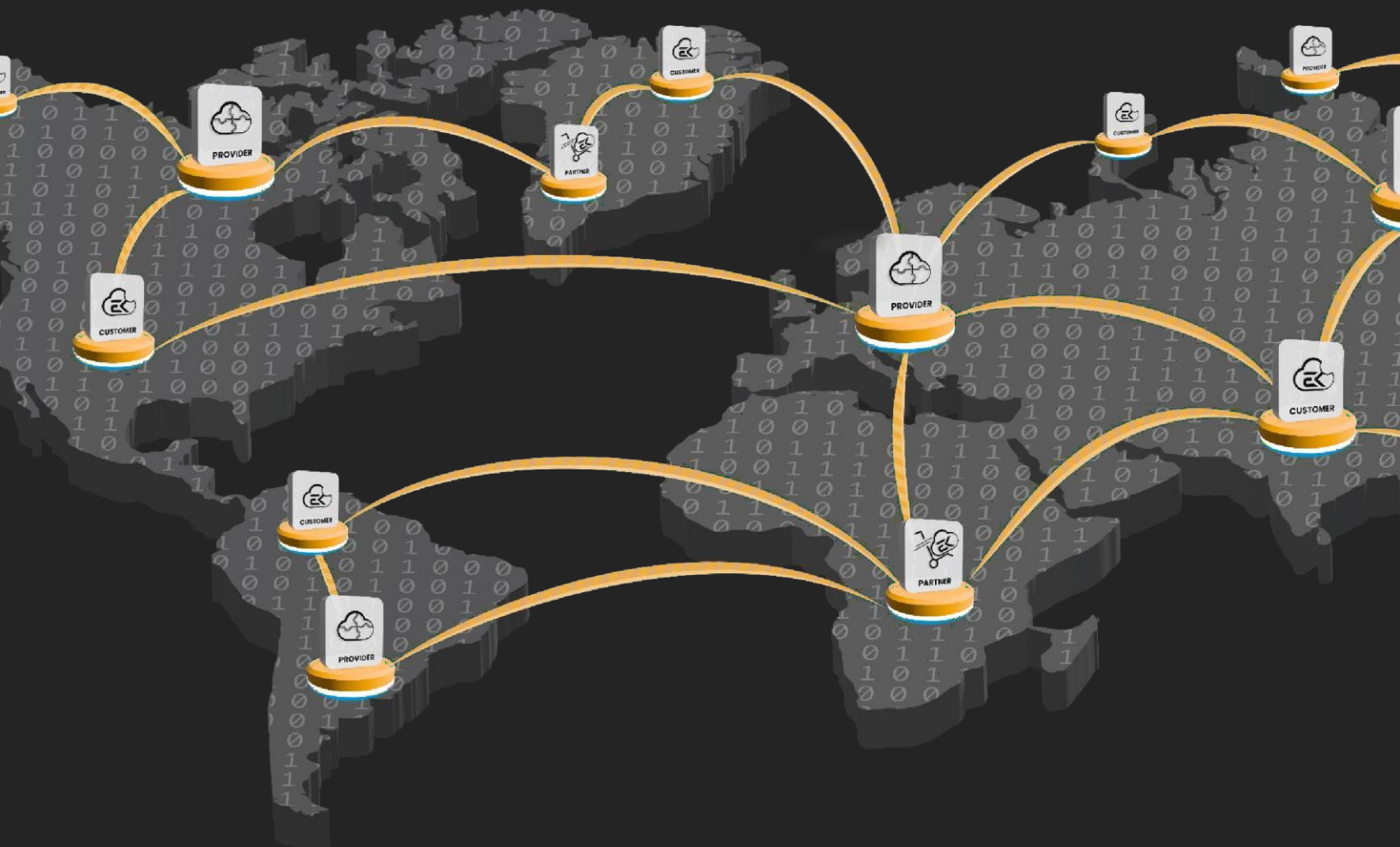




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1. Hiring Process

Centilytics' hiring process is an inclusive process that aims to identify and engage top talent. This is a 5-level process that results in job offers extended to candidates who exhibit the right skills, knowledge, and passion that aligns with our mission.

1.1 Pre-Placement Talk

The hiring process begins with a Pre-Placement Talk which includes a general address to students, offering insights into our company's culture, values, and the CU mission. During this, students get a chance to understand our mission which can help them align their career aspirations with our goal.

1.2 Application Submission

After the Pre-Placement Talk, students will be encouraged to apply for various roles open within the company. We believe in providing the students with as much flexibility to explore and apply for positions that match their skills, interests, and career objectives.

1.3 Group Discussion

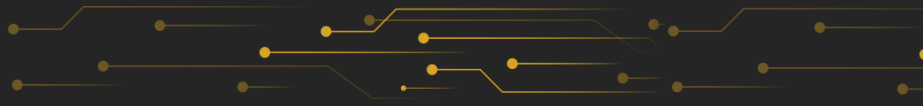
To assess the candidate's knowledge and communication abilities, we will conduct a Group Discussion next. This stage is essential to evaluate how well candidates can collaborate and articulate their thoughts. This stage will offer a platform for students to demonstrate their critical thinking and ability to work effectively.

1.4 Personal Interview

Candidates who perform well in Group Discussion will be selected to proceed in the next round, which is a Personal Interview. This round is crucial to delve deeper into the candidate's skills and proficiency. Here, we not only assess their skills but also see if they align with our values and culture.

1.5 Offer based on Proficiency

The final step in our hiring process is the offer stage. Depending on the candidate's proficiency in all the above rounds, we will extend job offers to suitable candidates. This comprehensive hiring process ensures that we attract top talent and provide opportunities for a rewarding career journey.



2. Qualification Criteria

In Centilytics, we value diversity and inclusivity. We welcome applications from all streams and your minimum eligibility is primarily determined by your proficiency and skills.

- All applicants are encouraged to apply without degree restrictions.
- Regardless of your background, your eligibility will be determined by demonstrated proficiency and alignment with job-specific roles and responsibilities.
- We value candidates who align with our organizational culture and values.

3. Job Functions

3.1 Talent

In our Talent Function, we are driven by the mission of care and commitment, dedicated to nurturing and developing Centizens. The roles and responsibilities of this function are:

Attract top talent that aligns with the company's values and ensure a smooth onboarding process.

- Design programs that nurture skills and entrepreneurial spirit.
- Promote Centizen engagement and personal development.
- Monitor Centizen performance and provide feedback.
- Promote cross-functional collaboration.

3.2 Sales

Our Sales function identifies and empowers Customers, Partners, and Providers. They are driven by the unwavering commitment to empower businesses and lead the charge in navigating the ever-evolving cloud multiverse. The roles and responsibilities of this function are:

- Identify and engage potential customers who seek integrated cloud solutions.
- Build and maintain strong relationships with partners to facilitate collaboration.
- Work closely with cloud providers to identify emerging trends and innovative solutions.
- Drive sales strategies that contribute to the rapid growth of the company.

3.3 Execution

Our Execution function is driven by the belief that effective communication and secure transfer of messages is essential for successful collaboration. The roles and responsibilities of this function are:

- Continuously assess and optimize the network infrastructure to ensure efficiency.
- Implement technologies that reduce congestion and enhance transmission.
- Implement intelligent communication system to facilitate seamless collaboration.
- Enable Centizens to thrive in today's interconnected world by providing dependable network.
- Support the needs of the business that rely on uninterrupted communication.



3.4 Engineering

Our Engineering function is founded on the core belief that engineering is the art of problem solving. The roles and responsibilities of this function are:

- Dissect complex challenges into manageable components.
- Assess solutions across various domains.
- Strategically select and employ the right technology for specific applications.
- Leverage innovative and scalable technologies to enhance engineering solutions.
- Foster a culture of innovation.

3.5 Finance

Our Finance function involves a comprehensive approach to ensure financial health of the organization. The roles and responsibilities of the function are:

- Develop financial strategies aligned with Profitability, Cashflows, and Valuation.
- Plan for revenue growth and expense management.
- Maintain stable and growing cashflows in operations.
- Maximize revenue through efficient financial management.
- Ensure compliance with financial regulations and reporting standards.

3.6 Quality Assurance

Our QA function is dedicated to nurturing a culture of excellence and high quality work. The role and responsibilities of the function are:

- Develop and maintain quality across various aspects of work.
- Provide guidance and training to meet and exceed quality expectations.
- Assign points or grades based on assessment of work quality.
- Continuously evaluate team performance against quality benchmarks.
- Implement best practices to optimize work quality.

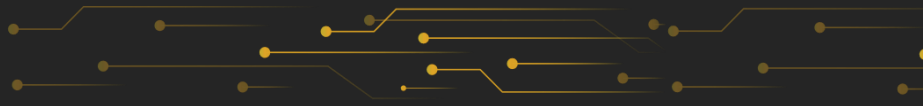
3.7 Product

Our Product & Experience function is involved in aligning with various CUs to shape a product's development and positioning. The roles and responsibilities of the function are:

- Define the product vision and strategy.
- Collaborate closely with different functions to ensure that the product aligns with the expectations.
- Optimize the visibility of the product.
- Prioritize features and enhancements based on customer needs and business goals.

3.8 Marketing

Our Marketing function is rooted in the core belief that the right information should reach the right people with the right set of marketing practices. The roles and responsibilities of the function are:



- Design campaigns for various social media platforms
- Be part of topic content creation.
- Create, write, and deliver marketing collaterals.
- Identify and recommend new topics to elevate company's marketing direction

4. Proficiency

4.1 Beginner

The candidate should be able to handle tickets as per a written guide and fulfil the tickets on a request-response basis. The candidate should have working knowledge of English language and must be fluent in using ITSM or equivalent tools.

4.2 Advanced

The candidate should be able to handle complex problem statements related to their domain, create a plan of action to tackle the problem, break down the larger problem into smaller tasks as per the plan of action, complete the tasks, and provide the appropriate solution to the problem.

4.3 Professional

The candidate should be able to identify areas of improvement in their domain, create a plan of action to bring the required improvements, collaborate with multiple experts and teams to ensure end-to-end implementation of the improvement as per predefined standards.



5. Compensation & Benefits

5.1 Compensation Structure

Total Compensation Structure	Description	Annual Amount
Role Based Compensation	This amount is assured purely by performing different roles in the organization. This is meant to promote leadership and reward responsibility and accountability before delivery. This part of the compensation is paid out monthly.	~80%
Tenure Based Compensation	This portion of the compensation is accrued month over month to reward rigor, diligence & patience. It is paid on every performance appraisal cycle and rewards longevity before performance.	~10%
Performance Based Compensation	This portion of the compensation is directly proportional to the score achieved in the Centilytics Premier League (CPL) and distributed every quarter	~10%
Total		100%

Total Compensation Structure	Description	Annual Amount
Individual Lead Compensation	It is the base guaranteed compensation for every Centizen.	~55%
Functional Lead Compensation	Redeemable when other Centizens are reporting to you.	~10%
Regional Lead Compensation	Redeemable when you are running a specific region.	~15%
Corporate Lead Compensation	Redeemable when you are running a department.	~20%
Total		100%



5.2 Benefits

➤ **Appraisals:**

Our Appraisal system is designed to recognize and reward dedication. Centizens get the opportunity to unlock appraisals every six months, aligning with their Quarterly Performance Evaluation process. This ensures that their efforts are acknowledged and compensated for frequently, motivating them to excel consistently.

➤ **Promotions:**

Promotions not only reflect professional growth but give access to improved benefits and perks. These enhanced benefits serve as a testament to continued success within Centilytics. Promotions are attainable through Quarterly Performance Evaluation, encouraging each Centizen to aim high.

➤ **Provident Fund:**

Provident Fund offers a reliable avenue for both tax savings and long-term investments. It is a testament to our commitment to your financial well-being, ensuring that each Centizen gets a stable and secure future.

➤ **Medical Insurance:**

Centizen's health is a priority for us. Our comprehensive medical insurance coverage, up to INR 300,000 per annum, ensures that Centizens are protected. This benefit provides peace of mind, knowing that there is access to quality healthcare.

➤ **Gratuity:**

Gratuity is a token of appreciation for the enduring commitment to the company. It reflects our acknowledgment of dedication and loyalty.



6. Compensation Packages

Jobs Function/Proficiency	Beginner	Advanced	Management
Sales	Level -22	Level -39	Level -45
Talent Management	Level-20	Level-25	Level-39
Application Engineering	Level-23	Level-41	Level-49
Cloud Engineering	Level-23	Level-41	Level-49
Quality Assurance	Level-20	Level-38	Level-43
Customer Success	Level-22	Level-40	Level-44
Product Management	Level-22	Level-41	Level-46
Marketing	Level-20	Level-25	Level-44
Finance	Level-20	Level-26	Level-39
Operation/Project Management	Level-20	Level-28	Level-40

7. Compensation Details

Level	Centizen Compensation	Role Based Compensation	Tenure Based Compensation	Performance Based Compensation	Total Compensation
Level- 20	290,000.00	232,000.00	58,000.00	72,500.00	652,500.00
Level- 22	320,000.00	256,000.00	64,000.00	80,000.00	720,000.00
Level- 23	340,000.00	272,000.00	68,000.00	85,000.00	765,000.00
Level- 25	380,000.00	304,000.00	76,000.00	95,000.00	855,000.00
Level- 26	400,000.00	320,000.00	80,000.00	100,000.00	900,000.00
Level- 28	440,000.00	352,000.00	88,000.00	110,000.00	990,000.00
Level- 38	710,000.00	568,000.00	142,000.00	177,500.00	1,597,500.00
Level- 39	750,000.00	600,000.00	150,000.00	187,500.00	1,687,500.00
Level- 40	790,000.00	632,000.00	158,000.00	197,500.00	1,777,500.00
Level- 41	830,000.00	664,000.00	166,000.00	207,500.00	1,867,500.00
Level- 43	910,000.00	728,000.00	182,000.00	227,500.00	2,047,500.00
Level- 44	960,000.00	768,000.00	192,000.00	240,000.00	2,160,000.00
Level- 45	1,010,000.00	808,000.00	202,000.00	252,500.00	2,272,500.00
Level- 46	1,060,000.00	848,000.00	212,000.00	265,000.00	2,385,000.00
Level- 49	1,230,000.00	984,000.00	246,000.00	307,500.00	2,767,500.00