



Dear Candidate,

Thank you for participating in the selection process for internships with Elementis SoftTech. We deeply value the interest and enthusiasm shown by talented individuals like you. As part of our commitment to maintaining a transparent, fair, and high-quality selection process, we'd like to share the rationale behind charging a nominal fee for the technical round.

To ensure a thorough evaluation of technical skills, we have partnered with HackerRank, a leading technical platform. This platform enables us to maintain the highest standards while evaluating candidates on critical technical competencies. However, using a premium platform like HackerRank incurs costs per candidate.

In order to ensure responsible participation and avoid unnecessary expenses, we have decided to pass this fee directly to the candidates appearing for the technical round. This approach ensures that the organization does not bear the cost for candidates who choose not to attend after registration.

Here's what this step ensures for all candidates:

1. **Fair Opportunity:** By conducting an advanced technical evaluation, we aim to shortlist candidates who meet the technical standards we require for our projects.
2. **Transparency:** The fee charged is entirely directed towards covering the costs associated with your assessment.
3. **Career Development:** Every participant in this process, regardless of the outcome, will have an opportunity to gain valuable experience.

After the technical round:

- **Qualified Candidates:** Those who qualify will join as stipend interns (₹6000/month). Outstanding performers will also be eligible for a Pre-Placement Offer (PPO) with a starting salary of ₹4–6 LPA.
- **Candidates Who Couldn't Qualify:** We believe learning is a journey. To support this, we will offer an unpaid internship where you can gain hands-on experience and earn a certificate of completion. This certificate will serve as a valuable addition to your résumé, reflecting relevant industry exposure.

This initiative ensures that every candidate, whether they qualify or not, receives an opportunity to enhance their skills, gain professional experience, and bolster their career prospects.

We appreciate your understanding and cooperation in this process. Should you have any questions or require further clarification, please feel free to reach out to us.

Warm regards,
Founder And CEO
Elementis SoftTech

