

required to attend sessions and complete tasks assigned to them. Failure to comply with these requirements and/or not qualifying for the test may result in disciplinary actions.

- Attendees required to have at least 85% of attendance over all in Brocamp to attend the Pre Boarding screening, which includes the two days of leave that is entitled to each month.
- Once an attendee hosts his second project, there will be a screening test as part of entry to the Boarding Week program. Each attendee is allowed a maximum of three attempts to clear the test.

#### **4. Factors Leading to Termination of an Attendee from the Program:**

- If an attendee consistently fails to meet the attendance criteria, they may face disciplinary action, which could include warnings or ultimately termination from the program.
- Failing to meet review criteria may result in consequences such as being required to repeat tasks or weeks until the criteria are met, or potentially termination from the program.
- If an attendee does not qualify in the TOI after three attempts, they may face actions including potential removal from the program.
- Any violation of academic honesty, such as cheating or plagiarism, will result in disciplinary action, which could lead to termination from the program.
- Engaging in illegal activities that could harm the company's reputation or legal standing will result in immediate termination from the program and potential legal action.
- Not adhering to company or regulatory policies will result in disciplinary measures, potentially leading to termination depending on the severity and frequency of violations.
- Verbal or physical harassment against attendees, employees, or stakeholders is strictly prohibited. Such behavior will result in immediate termination from the program and may involve legal consequences.
- Engage in all communication-related activities. Not participating may lead to disciplinary action.

#### **Packapeer Academy Pvt. Ltd**

ROOM NO.III/9,3RD FLOOR,SDF BUILDING(NEOSPACE II) KINFRA TECHNO

INDUSTRIALPARK,CALICUT UNIVERSITY PO KAKKANCHERI Malappuram KL 673635 IN

GSTIN : 32AAKCP533IN1Z7, talk@brototype.com

**5. Fee Refund Policy: (Only for upfront paid attendees)**

- If an attendee voluntarily quits or is terminated from the program between the 1st and 6th week, a 50% refund of the course fee will be provided.
- If an attendee voluntarily quits or is terminated from the program after the 6th week, no refund will be provided.
- Attendees who are terminated from the program due to disciplinary action are not eligible for any refund.

**6. Placement Support:**

- Attendees must complete the TOI (Take Of Interview) to receive placement assistance from the Placement Team. The TOI qualifying criteria include minimum scores of 6 out of 10 in total, communication, technical, live coding, and DSA (Data Structures and Algorithms) separately.
- Attendees should only accept job offers after qualifying in the TOI. If an offer is accepted before TOI qualification, the Placement Team will determine whether it counts as a placement.
- Once in the Placement Cell, continuously apply for jobs until securing one.
- Cooperate with the Placement Team for all placement-related activities, including Placement Probation.
- Strictly follow the Placement Team's instructions on all placement matters.
- Taking breaks from the Placement Cell requires approval from the Placement Coordinator Lead via email. Breaks of more than two weeks invalidate the TOI result.
- If the TOI result becomes invalid due to breaks, re-enter the Placement Cell by qualifying in the TOI again.
- Attendees unable to secure a job offer after three months in the placement cell may undergo a PIP (Performance Improvement Plan) review to identify areas for improvement.

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- Disciplinary action may occur if attendees:
  - a. Take unauthorized breaks from the Placement Cell.
  - b. Fail to re-enter the Placement Cell after TOI result invalidation.
  - c. Have specific job-related conditions during the job search.
  - d. Decline a job offer with a minimum annual salary package of Rs. 4 Lakhs.
  - e. Do not follow Placement Team instructions.
  - f. Are unwilling to attend a PIP review after three months without a job offer.

I **Mebin Joseph** read the above guidelines carefully and understood the guidelines mentioned. I accept the guidelines mentioned above, and I will adhere to them throughout the program.

Name: Mebin Joseph

Batch: BCR62

Sign: