



**Kimoha Technologies Pvt Ltd.**  
*Global workforce solutions.*



# THE INSIGHT CHRONICLES

## KIMOHA'S QUARTERLY NEWSLETTER

**“NEWSLETTER”**  
**VOL. II, 2022**

# QUOTE !

No matter how hard the circumstances were in the previous month forget everything and start this new month in a new way.

## SAYINGS OF THE MONTHS

### “APRIL”

April is a month of rebirth, regrowth and renewal. May you re-establish positive habits, develop self-love, and renew oneself.

### “MAY”

May brings us new hope and makes our lives beautiful like spring flowers. May you remain hopeful throughout your life.

### “JUNE”

Far up in the deep blue sky,  
great white clouds are floating by;  
all the world is dressed in green;  
many happy birds are seen,  
roses bright and sunshine  
clear show that  
June is here.

## Kimoha Declaration:

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Management

Kimoha Technologies Private Limited

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[www.kimohatech.com](http://www.kimohatech.com)



## Message from the Director HR

*"If you have not discovered something you would die for, you are not fit to live "said Martin Luther king.*

**Dear Kimohaites,**

We are pleased to release the second issue of Chronicle Saga. We hope that you have enjoyed reading the first issue. We look forward to your feedback so that we can improve continuously. Thought of sharing something which I personally believe and exercise. I Hope that this will help you.

**Being Faithful to Your Ideals is a Force Multiplier.** When no one believes in you is when you most need to believe in you. Those committed to the fullest expression of their native genius know that self-faith and staying true to yourself and your mighty mission – especially in the face of ridicule and uncertainty, attack, and adversity - is the gateway into legend. And truly a pathway to immortality. Because your noble example will live on long after you're gone.

The journey to your most heroic life will be colorful, inspirational, messy, marvelous, tumultuous, and most glorious. Dedicating yourself to inhabiting your greatness, generating a vast barrage of beautiful results, and doing your part to build a brighter world will be the wisest and best ride you will ever take. This I promise you. And stepping into the immense splendor of your most creative, powerful, and compassionate self will energize everyone around you to awaken to their gifts, making our planet a friendlier place.

You all have this power to make tectonic changes of massive personal growth, profound emotional healing, and deep spiritual progress. Evolution, elevation, and even outright transformation are part of the factory installed hardware that make you "You". And the more you exercise this inherent force within you, the stronger it will grow.

Regenerating a more creative, productive, inventive, and unconquerable version of yourself, one filled with more joy, bravery, and serenity – isn't some unreachable gift reserved for The Gods of Sublime Genius and The Angels of Unusual Excellence.

No Genius has far less to do with your genetics and much more to do with your habits. Stepping into the person you've always imagined you could be is a trained result.

In this journey of life, you will get hurt 100 times but remember what Helen Keller taught us "we could never learn to be brave and patient if there was only joy in the world." So, wear your wounds with pride.

You know that you just can't afford to wait another day to step into the hero you've always imagined yourself being. So, I suggest that you Make your start today.

Develop the guts to play out on the edges of your powers because as you visit your limits, those limits will expand. Activate the child like part of you that was once wildly curious and constantly learning before you were schooled to play small and trained to think like everyone else, so that you continually outgrow the person you currently are.

Gauge your winning by the extent of your progress, and never by the objects in your closets.

Lead without a title, influence without a position and create the masterwork that exemplifies the promise that nature has invested in you.

**And remember that the easiest path is generally the poorest route. And the action delayed is greatness betrayed.**

Keep going...We will watch your growth, applaud your gifts, appreciate your valor, and admire your eventual immortality. As you remain in the hearts of many.

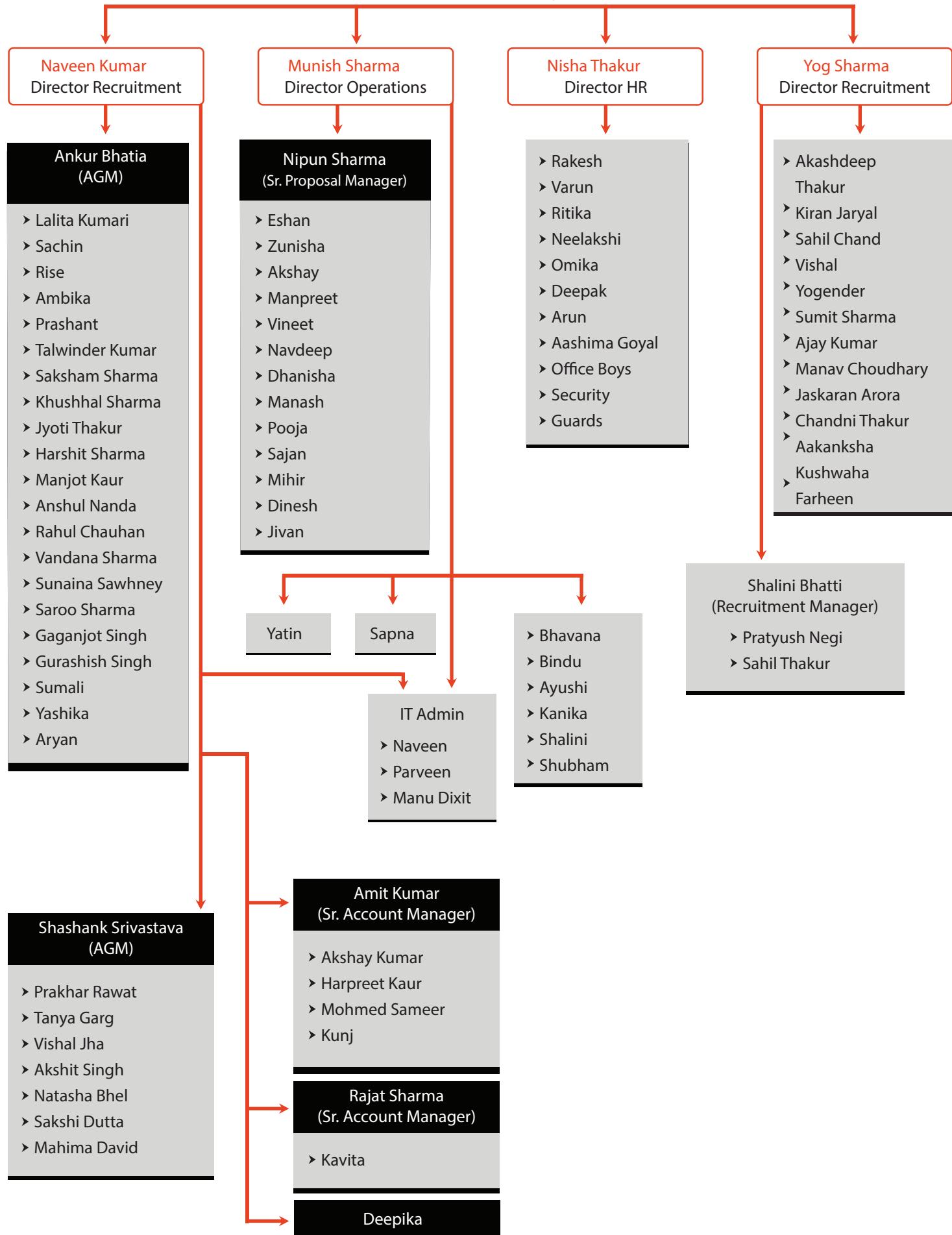
Stay Great!

Love

Nisha

# Organization Chart

# TARUN SADANA (CEO)



## Ankur Bhaitia

I'm from Amritsar, which is regarded as a holy city. My family background is from the construction business and politicians. I was in 8th standard when I got involved in my family business and from there, I learned lots of things, and having financial independence is one of the most important things I learned at a younger age. Involving in the family business at that younger age helped me to enhance my skills which include time management, financial management, people management, etc.

I was 21 when I came to Chandigarh and started my career in recruitment while I was pursuing my bachelor's degree back in 2013. I joined one of the well-renowned companies of that time as a junior technical recruiter and started my journey in this field.

I completed my Bachelor's along with a Master's Diploma in Information Technology and System Management while working there; I gained all the recruitment knowledge and expertise in this company. With all of my effort and desire to learn more during my 2.5-year employment at that organization, I moved from zero to hero.

I can say my thirst for knowledge has taken me to this level that I have gained diverse recruitment expertise.

I have over 9 years of expertise in US IT Recruitment which includes over 7 years' experience in leading small to big recruitment teams and 4 years setting up Recruitment processes for start-up US Staffing Companies. I have joined Kimoha as an Sr. Account Manager back in 2019 and now after 3 years I am currently working as an AGM handling a team of state, commercial, IT and Non-IT.

I have throughout full life cycle recruitment expertise and proven ability to rapidly put together large teams involving a variety of techno-functional roles ranging from Architects and Business Analysts to Developers to Testers for medium to large project engagements.

**Curiosity and questions will get you further than confidence and answers - Maxime Lagace**



### Ankur Bhatia (AGM)



#### Gaganjot Singh (Account Manager)

- Gurashish Singh
- Anshul Nanda
- Sumali
- Varun Dhiman
- Nikhil

- Rahul  
(CV format)
- Saroo  
(Onboarding)

#### Lalita Kumari (Sr. Technical Recruiter)

- Talwinder
- Aryan
- Sunaina
- Jyoti
- Manjot

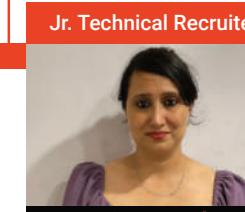
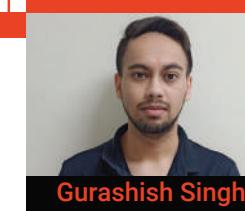
#### Vandana Sharma (CSr. Technical Recruiter)

- Sachin
- harshit Sharma

- Khushhal
- Rise
- Ambika
- Yashika
- Saksham
- Prashant
- Varun

# NEW ADDITIONS IN THIS QUARTER



Sr. Technical Recruiter  <b>Vandana Sharma</b> 1 April 2022	Pre-Sales Analyst  <b>Mihir Kumar</b> 1 April 2022	Jr. Technical Recruiter  <b>Sunaina Sawhney</b> 4 April 2022	Jr. Technical Recruiter  <b>Mohmed Sameer</b> 4 April 2022	Jr. Technical Recruiter  <b>Sakshi Dutta</b> 4 April 2022
Onboarding Specialist  <b>Saroo Sharma</b> 4 April 2022	Pre-Sales Analyst  <b>Ayushi Dhiman</b> 7 April 2022	Graphic Designer  <b>Aashima Goyal</b> 12 April 2022	Account Manager  <b>Gaganjot Singh</b> 12 April 2022	Sr. IT Administrator  <b>Manu Dixit</b> 12 April 2022
Proposal Manager  <b>Bhavana</b> 1 April 2022	Technical Recruiter  <b>Mahima David</b> 18 April 2022	Technical Recruiter  <b>Gurashish Singh</b> 10 May 2022	Jr. Technical Recruiter  <b>Sumali</b> 11 May 2022	Pre-sales Manager  <b>Dinesh Singh</b> 1 June 2022
Jr. Technical Recruiter  <b>Natasha Bhel</b> 1 June 2022	Pre-sales Analyst Lead  <b>Shalini Kumari</b> 2 June 2022	Jr. Technical Recruiter  <b>Yashika Seth</b> 6 June 2022	Jr. Technical Recruiter  <b>Aryan Kathait</b> 6 June 2022	Jr. Technical Recruiter  <b>Kunj Phutela</b> 6 June 2022

## Shalini Bhatti (Recruitment Manager)

She has joined Kimoha as a Recruitment Manager in Yog Sharma team and has an extensive knowledge of US staffing for more than 7.5 years. She started her career as a technical recruiter with state and federal clients and then moved into account management. She worked as an MSP with the State of New Jersey and has experience of operational management. She has given her 6.5 years to a prestigious company. In 2021, she switched to another company as a client relationship manager where she handled IT commercial clients. She has handled a team size of 12-15 members. She is an outspoken person who believes in sharing her thoughts and has worked in agile methodology and has participated in scrum meetings and stand-up meetings with her team.



## Pre-Sales Analyst

**Shubham Sharma**  
27 June 2022

# Achievers

Brains, like hearts, go where they are appreciated. Employees yearn for appreciation for their hard work. Good leaders understand this and always strive to prioritize, support, and thank their employees for going above and beyond. At Kimoha we try to make sure that everyone in the company has a great and equal number of opportunities.

We know that employee recognition doesn't come easy. But, with the right mix of rewards and recognition, you might be able to win half of the battle.

For the Month of **April**, following employees were rewarded and recognized.

**Ambika** as **Rookie of the Month** for performing exceptionally well.

**Yatin** as **Superb Presence** for having a remarkably good attendance record.

**Pooja Thakur** as **The Ultimate Contributor** for contributing extraordinarily in the work.

**Rise** as **Sun Risers** for giving maximum submission.

For the Month of **May**, following employees were rewarded and recognized.

**Sachin** as **Rookie of the Month** for performing exceptionally well.

**Harpreet** as **Superb Presence** for having a remarkably good attendance record.

**Sahil Thakur, Vishal Jha and Yatin** as **Shining Star** for performing really well team wise.

**Ishita** as **Sun Risers** for giving maximum submission.

**Ambika** as **Growth Driver** for having maximum interviews.



Yatin



Ambika



Pooja Thakur



Sachin



Sahil Thakur



Ambika



Yatin



Vishal Jha



Rise



Harpreet



Ishita



## Preference

People don't get promoted for doing their jobs really well. They get promoted by demonstrating their potential to do more.

*Congratulations to all of you for your Promotion.*

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# Congratulations

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**Lalita Kumari**

She has joined us on 13th of Aug 2020 and is a part of Ankur Bhatia's Team. She has been promoted to Sr. Technical Recruiter after seeing her dedication towards work. May this achievement take you to the higher level of success.

**Kiran Jaryal**

She has been promoted to Technical Recruiter. She is a part of Kimoha from the past 1 year and is working under Yog Sharma's Team. You have worked very hard for this promotion and you deserve it.



**Ishita Pabbi**

She is a part of Shashank Srivastava's Team and has been promoted to Technical Recruiter. It's your well-deserved promotion, with the success comes greater opportunities and challenges face it with same zeal as you always have.



# Employee Engagement

A fun workplace is often a relaxed, supportive work environment. Workplaces often host a variety of formal and informal activities to improve morale. These events help improve morale by reminding employees of their value to their managers, coworkers and the organization as a whole.

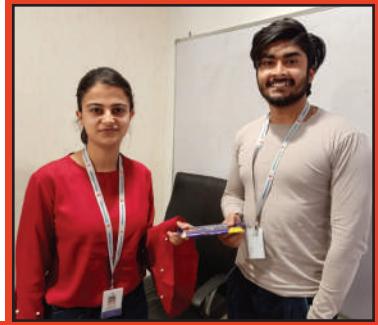
In this quarter we have introduced more employee engagement activities to keep our employees motivated and excited about work and day to day activities.

We have introduced Monday blues that are for motivational quotes, Monday Vibes for stories that inspire. Apart from that several activities for example; Diversity Meet for female employees, Fun Fridays for fresher's and our in-house cricket match i.e. KPL (Kimoha Premier League) for our employees was planned.

## **Events of this quarter:**



In this quarter we have introduced new ways of engaging with our employees in the office. We have started fun Fridays with fresher's where the employees who are new to the corporate world have fun playing planned games and gelling up with other employees. For the employees who have an experience of working in the corporate world we plan Fun Fridays differently.





# Kimoha Premier League

Work-life that includes fun activities benefits employees. It is not only a way to de-stress, but also a unique way to grow stronger as a team and company. For our staff, we organized an internal cricket match, the **Kimoha Premier League (KPL)**. It was the second event of this quarter. Employees had fun playing the cricket match while spectators enjoyed it too. The employees participating in the cricket match were divided in two teams and given a unique name as The Avengers and The Squad. The Avengers was headed by Nipun Sharma as Team Captain and Sagar Nahar as Vice Captain while the other team The Squad was headed by Yog Sharma as Team Captain and Praytush Negi as Vice Captain. Team -The Squad was the winner of Kimoha Premier League, while Akshay from team The Squad won Man of the Match for scoring maximum runs whereas Sagar Nahar won Golden Ball Award for taking most of the wickets.

Here are some glimpses of the Kimoha Premier League.

## PICTURES OF KPL



THE SQUAD	AVENGERS
* OVER *	OVER
* 10 *	10
SCORE	SCORE
* 119 *	57
WINS	
OUT→ 4	OUT→ 5



# DIVERSITY MEET



You can't have unity without diversity. Diversity is about creating an environment where a person can bring their whole self to work. Diversity as the word represents is the art of thinking independently together. It is not about how we differ. It is about embracing one another's uniqueness. Diversity is about thinking and being unique and still being able to work as a team. Every month, at Kimoha we try to organize a female-centric activity called Diversity Meet, in which we urge our female employees to participate in various activities that enable them to bond with one another. We have organized multiple events i.e., Tambola, Musical Chair and Hand feet hopscotch following with a dancing session. Following are the glimpses of our Diversity Meet.

## PICTURES OF DIVERSITY MEET



# EARTH DAY



The earth is what we all have in common. Earth Day should encourage us to reflect on what we are doing to make our planet a more sustainable and livable place. This year the theme for World Earth day was '**Invest in our Planet**' -a move to seek businesses to shift to a greener, cleaner and sustainable practice and highlight the need to save the planet and leave it in a better shape for the future generations. On this day, Kimohaites decided to be in color white and green that symbolizes peace, purity, nature, rebirth and balance to honor mother earth.



# HAPPY FATHER'S DAY



The life of a child is incomplete without his father. A dad is successful when his children are independent and happy. It is a great pleasure to be a man who loves and cares for his children beyond imagination, who works hard to give his kids nothing but the best. To the fathers who work hard every day to shape up the present and future of their children. On the occasion of Father's Day, we tried to celebrate it with our employees who are fortunate enough to be father's by sharing some messages from their children and memories they have shared with them. Everyone who was a part of this event was so excited and even shared their experience of being a father. We are glad that we got a chance to appreciate them on this occasion.



**Following are a few glimpses of this event**





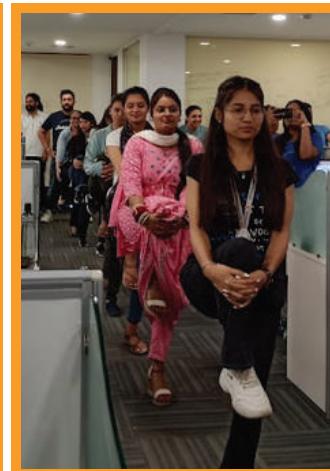
# INTERNATIONAL DAY OF YOGA

## 21<sup>st</sup> June



Yoga is not only a physical exercise where you twist, turn, stretch, and breathe in the most complex ways. It unfolds the infinite potentials of the human mind and soul. It leads to the healthy development of mind, body and soul by mastering certain yoga postures or asanas with breathing techniques. On this occasion we decided to do some breathing exercises and some basic stretching with our team. One of our directors took the lead in this session and taught employees about the benefits of doing yoga, taking care of their bodies by doing several exercises. It was a fun session and everyone enjoyed it.

Here are a few glimpses of International Yoga Day at Kimoha.



**Pep talk** is all about connecting with your employees. Sometimes you have to give yourself pep talks in order to motivate yourself and get going. This year we decided to motivate our employees by conducting a pep talk session where **Nipun Sharma (Sr. Proposal Manager)** shared his experiences related to his personal and professional life. He also shared his knowledge about a crucial part of the corporate world and a company that is communication and how to behave and act professionally with your team members and seniors. It was a great session and every employee learnt something good from this session.



# WORK ANNIVERSARIES



1<sup>st</sup>  
ANNIVERSARY

**Kiran Jaryal**

She has been working with us for the past **one year** and has celebrated her first work anniversary with Kimoha on 5th April. She is a part of Yog Sharma Team and is working as **Technical Recruiter** in our organization. Thanks for being a part of Kimoha.



1<sup>st</sup>  
ANNIVERSARY

**Nipun Sharma**

He has been working with us as a **Sr. Proposal Manager** for the **past year** and on 3rd May he celebrated his **first work anniversary** with us. Your contributions to the company are greatly appreciated. Thanks for being a part of our organization.



3<sup>rd</sup>  
ANNIVERSARY

**Ankur Bhatia**

He has been a part of our organization for the past **3 years** and is working on a designation of **AGM** and celebrated his **3rd work anniversary** with us on 21st May. He has given tremendous contribution to our organization and has grown exceptionally well. Thanks for being a part of Kimoha.



1<sup>st</sup>  
ANNIVERSARY

**Eshan Singhal**

He has been working as a **Sr. Presales Manager** and joined our organization on 14th June. He has completed **one year** with us and has shown tremendous growth with his hard work. He is a part of Nipun Sharma Team.



1<sup>st</sup>  
ANNIVERSARY

**Zunisha Kaler**

Zunisha Kaler has been working in our organization as a **Sr. Proposal Writer** for the past **one year**. She is a part of Nipun Sharma team and has joined us on 15th June. Her contribution towards the company is highly appreciated.



1<sup>st</sup>  
ANNIVERSARY

**Akshay Chhabra**

He has been a part of our organization for the past **One year** and has celebrated his **first work anniversary** on 21st June. He has joined as a **Sr. Business Analyst** under Eshan's leadership and is a part of Nipun Sharma Team. Your sincerity and jovial attitude towards work are greatly appreciated.



1<sup>st</sup>  
ANNIVERSARY

**Manpreet Singh**

Manpreet Singh has been working in our organization for the past **one year** as a **Sr. Pre-Sales Analyst** under Eshan's leadership. He has joined us on 21st June and is a part of Nipun Sharma team. Your hard work, dedication and loyalty are quite unparalleled.



1<sup>st</sup>  
ANNIVERSARY

**Vineet Kumar**

He is a part of Nipun Sharma Team and is working on a designation of **Sr. Proposal Writer**. He completed **one year** with us on 24th June. Your efforts, skills and ideas are highly appreciated.

# Celebrations



# INTERVIEWS

*This quarter we have decided to interview some of our employees just to know them a little better. So here are the employees we interviewed.*



## Ankur Bhatia



### **Describe yourself ?**

I am a person who can complete challenging tasks while keeping a positive attitude. I can work better in an environment that is not micromanaged. I am able to autonomously determine the best approaches to solve the issue. I thrive on challenges and constantly set goals for myself. I never feel at ease with settling and I'm constantly looking for ways to improve.



### **As an assistant general manager, what is your management style ?**

As an assistant general manager, I am very flexible and can pivot towards whichever management style will be most effective to get the work done, but moreover, my preference is always Transactional, Pacesetting, and Coach Management style.



### **What have you done with regards to personal development when it comes to the Assistant General Manager position ?**

I have been studying and researching different management styles and respective market strategies to make sure I am following the best possible practices in maximizing individual and team productivity.



### **What experience do you have with respect to this particular Assistant General Manager position ?**

I will say I do have all the required experience to perform this role responsibly, I have expertise in training, recruiting, planning and strategizing operations, As I have been in leadership and management roles for over a half-decade now. In my prior employment, I was solely responsible for running day-to-day staffing operations.



### **What do you find most challenging about work ?**

Nothing so far, everything is running smoothly.



### **Tell me about some of the people you've met while working who have inspired you to do more ?**

There are lots of the people in this organization who always inspired me to keep pushing the limits, Like Naveen sir one of our directors, who always remind me to strive for more, and keep pushing my limits, and Lalita one of the leads, who reminds me to keep calm in the worst situation.



### **Any advice for your fellow colleagues or your team ?**

The only advice I have for my colleagues and team members, that have a focused approach and stay away from the negativity.



## **Pratyush Negi**



### **Describe yourself ?**

Hailing from a small town of Himachal Pradesh I along with my family had to travel I and nest in different parts of our country which allowed us to meet new people and getting acquainted to their culture and ethnicity through this whole process I developed favorable adaptability in my personality which till date I consider to be one of my biggest attributes.

Through introspection which I started doing from a very early stage, I realized that I am socially very empathetic and responsive hence made it easier for me to choose a glowing career Path in Social works, I worked as a Psychiatric Social worker for more than four years in a neuropsychiatric rehabilitation center, the job was highly rewarding personally and professionally until C-19 + multiple lockdowns hit the entire industry and compelled me along with many others to leave our jobs and stay unemployed for more than the anticipated time. The ongoing unfavorable circumstances made me look for a new career path and that's where I come across with the staffing industry which in my perspective is well established and booming every second.

Other than this I am a highly energetic person and love anything which is outdoors but whenever I am home, I love to watch a few episodes of trending Anime or listen to my favorite tracks.



### **How has been your experience while working for this organization ?**

Working with Kimoha Technologies has been an enriching learning experience so far, I have been given maximum exposure which helped me grow as a recruiter.



### **Who inspires you to do more ?**

In my case it is not who but what inspires me to do more and the answer to that would be “knowledge”.



### **How do you handle work pressure ?**

I divide one big task into few smaller ones and try to achieve them one by one; achieving smaller task gives me a small sense of achievement which motivates me to complete the whole task step by step without feeling burdened or pressured, also engaging myself into small social talks or events with colleagues or friends works as a great stress buster.



### **Have you seen any personal or professional developments since you have started working here?**

Yes. There has been a significant enhancement in my attention to details, which is highly required in this field of work.



### **Since you have joined this organization as a fresher, any advice for newcomers?**

“Be open minded” it is natural that when we expose ourself in a new environment, we get a lot of predefined ideas or thoughts which might hinder your learning experience so be open minded every day of your life, drop the luggage of your previous experiences or personal problems outside the office and be open for new learning’s.

***Empty your mind, be formless, shapeless, like water.***

-Bruce Lee

# Appreciations from HR Desk

Appreciation can make a day, even change a life. Your willingness to put all into words is all that is necessary. The way to develop the best that is in a person is by appreciation and encouragement.

Let us appreciate those who are making a difference in the organization by following certain rules or by going the extra mile to help others.



## 1. Impressive Impression Award:

As the award says Amit has been perfectly present in the office in order of dress code. He has been constantly wearing formals in the office without any dress code rule. His appearance in the office shows how professional and focused he is in his work.

## 2. Attainment Award:

From the HR point of view Pratyush Negi has been awarded as Prime Player. That means an employee who was a fresher when he joined our organization and is doing and has grown extremely well.

Your commitment to your job is amazing. Your input towards the organization is valued.



# Employee Haleness

Health, Safety & Environment



Employee haleness is defined as "Attempts to make life worth living for oneself by staying fit and healthy through self-care." In Kimoha we are focused on implementing the healthy habits of health by creating a calm environment.

Summer is a time for fun in the sun, but you want to make sure it is also safe and healthy for you and your family. Unfortunately, the sunny days of summer can be accompanied by serious dangers such as food poisoning, drowning, allergy attacks, heat-related illnesses, sunburns and the stress of traveling.

As we all know summers are here and we all should take all the precautions regarding that.

***Here are some steps that you could follow in order to keep yourself safe and going in the summer.***



### Stay Hydrated :

Try staying hydrated by drinking adequate water regularly. Eat fruits rich in water content like oranges, watermelons, cucumber, lemons, etc. You can also drink fruit juices or smoothies in summer to keep yourself fit and hydrated as it can prevent dehydration and heatstroke.

### Avoid hot showers:

It is advisable to take a cool shower during summers as they decrease the acne breakouts and also provides relaxation to your mind. Warm showers can lead to drier skin thus it can be avoided.



### Avoid going out:

Also, avoid going out when it is too hot outside as it may cause sunburns and heatstroke. Cover yourself properly before going out and avoid long exposure to the sun and prefer to stay in shade.

### Eat regularly:

It is important to eat fruits and vegetables rich in water content. Include citrus fruits in your diet. Cut on heat-producing diets like meat, eggs, etc. Consume more water-rich foods like cucumber, squash etc. to stay fit. Also, make sure you eat regularly but eat light during summers.



### Switch off the lights:

Switch off any extra light in your room as they may heat up the temperature thus making it difficult for you to sleep in your room. Also, make sure you draw your curtains if harsh sun rays seep into the room.

### Wear comfortable clothes:

Always avoid wearing tight clothes in summer. Also, avoid synthetic clothes and trousers as they may not allow good air circulation. Wear loose clothes and keep yourself covered while stepping out. Wear cotton clothes in summer and always prefer light color clothes as well.



### Always carry a sunscreen:

Make sure you always apply sunscreen before stepping out in the sun to protect you from harmful UV rays. It also protects you from premature aging thus applying sunscreen and always carrying it along with you.

# Referral Policies



## Employee Referral Program Policy V1.1

### OBJECTIVE

Our Employee Referral Program Policy explains important aspects of our employee referral procedures. We place great importance on referrals because we trust our employees know what's best for our company.

### SCOPE

This Employee Referral Program Policy applies to everyone at Kimoha Technologies who refers a candidate, to our company except Leaders/Mangers.

#### Who can participate in our employee referral program?

All employees currently employed with us are eligible to participate in our referral program.

## POLICY ELEMENTS

### What is an employee referral BONUS?

Our Company will compensate for each experienced employee referral. If you know someone who you think would be a good fit for a position at our company, please refer to HR. If your candidate is selected and chooses to join you will be eligible for the referral bonus.

- Keep in mind that rewards may be subject to taxation. Please contact HR for any clarifications that you may need in the referral program.
- We reserve the right to abolish certain rewards if they prove ineffective or inefficient. We'll communicate any change clearly and timely.
- We would like to remind our employees that we are equal opportunity employer and do not discriminate against protected characteristics.

### ADDITIONAL RULES FOR REWARDS:

- There is no cap on the number of referrals an employee can make. All rewards will be paid accordingly.
- If two or more employees refer the same candidate, only the first referrer will receive their referral rewards.
- Referrers are still eligible for rewards even if a candidate is hired later or gets hired for another position.
- Referees must pass the 90-day probation period.
- Referral bonus is applicable, if candidate's resume is shared along with the referral form at [hr@kimohatech.com](mailto:hr@kimohatech.com)

No need to cc your manager or anyone else. Dedicated team of recruitment will take care of it.

# REFERRAL FOR EXPERIENCED CANDIDATES

## Scenario 1

<b>If candidate is ready to join immediately or within a week</b>	
Referral bonus after 3 months completion from DOJ	7500
Referral bonus after 1 year completion from DOJ	7500
<b>Total Referral Bonus</b>	15000

## Scenario 2

<b>If employee is ready to join within 15 Days</b>	
Referral bonus after 3 months completion from DOJ	6000
Referral bonus after 1 year completion from DOJ	6000
<b>Total Referral Bonus</b>	12000

## Scenario 3

<b>If employee is ready to join within 30 Days</b>	
Referral bonus after 3 months completion from DOJ	5000
Referral bonus after 1 year completion from DOJ	5000
<b>Total Referral Bonus</b>	10000

# REFERRAL FOR FRESHER CANDIDATES

There is flat 5000 Referral for referring any fresher, 2500 will be after completion of 3 months from DOJ and rest 2500 will be paid after completion of 1 year.

- For getting reference bonus , both referees and referrers must be active employee of the company.
- If reference candidate joins after 45 days, there will be no bonus amount on that referral.
- During notice period, reference bonus amount is not applicable to disburse.
- These policies are subject to change at the discretion of the Management of company. Current policy is effective from 1st Feb 2022.



## CLIENT ADDITIONS

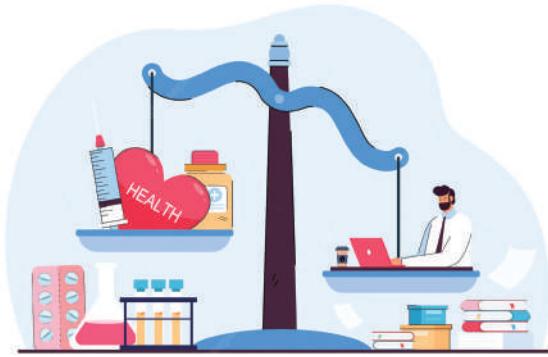
### April Month

1. RFP 22-020 Temporary and Recruiting Staffing Services.

### *Commercial*

#### *Q1 - Clients*

- 1 . Merchant's Insurance Group - Professional services
2. Conifer Park Inpatient - Healthcare services - FMS
3. Boulder Community Hospital - Healthcare services- FMS
4. Denver Health and Hospital Authority - FMS
5. The University of Kansas Hospital - Healthcare services- FMS
6. UCH University of Colorado Hospital - Healthcare services- FMS
7. HealthTrust MSP



### Developments

- Our handbook is ready and will be released soon.
- We have crossed 500 employees across Kimoha.
- We are expanding our Healthcare Workforce.

### Kimoha Social media

Kimoha has its own LinkedIn, Facebook, and Instagram accounts. We're delighted to expand our presence on the internet, and your contribution will help us do so. Sway by our Kimoha's page and give it a 'thumbs-up,' too, if you haven't already done so, using the links below:

LinkedIn: <https://www.linkedin.com/company/kimoha-tech>

Instagram: [https://instagram.com/kimohatech?utm\\_medium=copy\\_link](https://instagram.com/kimohatech?utm_medium=copy_link)

Facebook: <https://www.facebook.com/kimohaTechnologies>



### Innovative Ideas For Newsletter

Do you have any suggestions for employee engagement or anything you'd want to see in this newsletter (employee gratitude, new wins, client evaluations, holiday ideas, forthcoming events, health and wellness recommendations, hobbies and interests)?

Your suggestions help us to enhance our workplace.

Please reach out to HR Department at [hr@kimohatech.com](mailto:hr@kimohatech.com)

