

## Expectation Check Document

1. I declare that all information provided by me during the hiring process, (including prior work experience with Concentrix / Convergys / IBM Daksh / Daksh / Minacs), is true to best of knowledge. Any misrepresentation by me during the application & hiring process will lead to disqualification of my candidature or termination of employment without notice.
2. I am aware & agree that I will be required to work in night shifts & may be required to work in other shift timings (midnight shifts that start e.g., at 2 am) depending on the type of work. I am also aware that the organization does not entertain requests for change in shift timings.
3. I am aware that the organization does not pay any incentive during training & pays average incentive during bridge/nesting period after training. The incentives (if applicable) may vary significantly based on my performance rating (stack ranking).
4. I am aware that the organization does not provide transport facility for certain areas which fall under the "NO Hiring Zone". If I am located at these zones, then I agree to relocate by the Date of Joining. Failure to do so may lead to non-joining/termination from the organization's services without any prior notice and at the sole discretion of the organization.
5. I am aware, organization will provide Company transport to all regular full-time employees and fixed term hire (FTH) which will be a home/ pick up point to office and back and for official purposes only between the time as appropriately decided by the organization.
6. I am aware & agree that in case I have a shift log-in time as per the home pick up and drop timings (Transport Window) but would like to avail self transport either to or from office, then I will be required to make suitable arrangements to reach office / home. The onus for reaching office on or prior to the shift start time will be mine and failure to do so may lead to disciplinary action.
7. I also understand that I will be fully responsible for my own safety & well-being while commuting from home to work and vice versa. The Company will not be liable or responsible for any untoward incident that may occur while I am traveling using self-transport. I also understand and agree that I will adhere to the transport do's and don'ts and it is my responsibility to acquaint myself of the same. (Not applicable to Comp Grade 8)
8. I hereby confirm that neither Concentrix (including any employee of Concentrix or any affiliates) nor any authorized third party (consultants/agencies/vendors) who assist Concentrix in recruiting activities ever asked for any recruitment, processing or any other kind of fees in exchange for a job offer with Concentrix, or for any other recruitment-related activities. And I further confirm that I have NOT paid any amounts or fees or given any gifts, goods, or any other consideration whatsoever to any persons or entities with respect to my recruitment. I understand and acknowledge that in the event that I have been found to have misstated, misrepresented or withheld any information, this will lead to disqualification of my candidature or termination of my employment with the organisation without notice.
9. I have understood all the terms and conditions related to my appointment as an apprentice(if applicable) including the compensation guidelines.

Signed by (Name) : \_\_\_\_\_

Date(dd/mm/yy) : \_\_\_\_\_