



## Integra Micro Software Services (P) Ltd. Interview Reward Scheme

This scheme aims to involve the engineers and senior staff of Integra Group and its affiliates to support in technical assessment of the potential candidates for various requirements, as per requirements put forth by the recruitment department from time to time.

### 1. Technical Interview Rewards (TIR):

**Eligibility:** Completing 25 interviews.

**Voucher:** A gift voucher of Rs 1000/- for every 25 completed interviews.

**Applicability:** Engineers nominated by the respective Technical Managers and BU heads for the specified skills.

**Frequency:** Quarterly, if the interviewer has done 25 interviews during the period. Else the count will be carried forwarded to the next quarter.

### 2. Per Joinee Rewards for second/subsequent round interviewers (PJR):

**Eligibility:** Per Joinee Basis.

**Voucher:** A gift voucher of Rs.250 for every joinee, for whom they have done the final round. Shared if more than one interviewer is involved post first round of interview.

**(Example:** Suppose a senior member interviews few of the pass out candidates from the first round interview by junior colleagues and out of that selects 6 candidates for the next round. From the selected candidates of 6 candidates, only 4 join, then the reward will be  $\text{Rs. } 250 \times 4 = \text{Rs. } 1000/-$ . Suppose out of these 4 candidates, two of the interviews were done involving another colleague, then reward will be  $(250 \times 2)/2 + 250 \times 2 = \text{Rs. } 750/-$  and the other colleague receives Rs. 250/-).

**Applicability:** for TL and above, nominated by the respective Technical Managers and BU heads.

**Frequency:** Quarterly.

#### Note:

- BU Heads, other function heads, HR personnel are not eligible for this reward scheme.
- Interview mode can be face to face, telephonic or skype.
- Recruitment team will maintain and track the data of interviews and will share the information to corresponding BU heads monthly.
- Gift vouchers will be provided for the eligible amount.
- Effective date: 1 July 2016.