



Scaler Placement Assessment

March 2022

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Letter of Transmittance

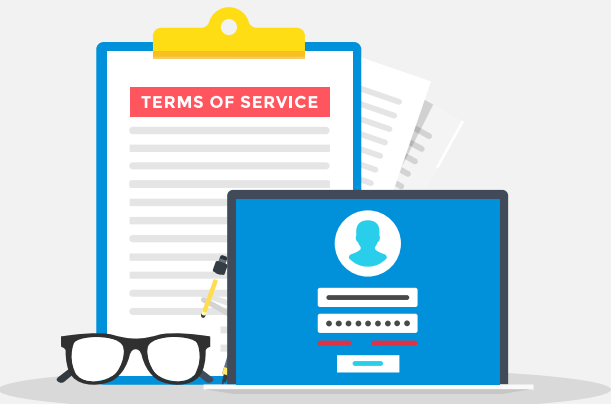


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- This report is confidential and for the use of management only. It is not to be distributed beyond the management nor is to be copied, circulated, referred to or quoted in correspondence, or discussed with any other party, in whole or in part, without our prior written consent, as per terms of business agreed under the Engagement Letter.
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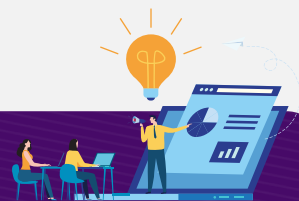
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Engagement Background



Scaler Academy is an online tech-versity owned and operated by Interviewbit Software Services Private Limited which is a wholly owned subsidiary of Interviewbit Technologies Private Limited with its ultimate parent entity being Interviewbit Technologies Pte. Limited which is based in Singapore.



The Scaler programs are aimed to enhance the skills of software professionals by offering a modern curriculum with exposure to the latest technologies



The students enrolled in Scaler Academy are mentored and taught by technology leaders and subject matter experts working with leading organizations including Google, Facebook, Twitter and Netflix among others.



To ensure companies/hiring partners start perceiving as a university one of the initiatives Scaler wants to undertake is to get a placement audit/assessment and evaluation done, the same way some of the Tier 1 institutes(IITs, IIMs) validate their placements through an external credible firm.




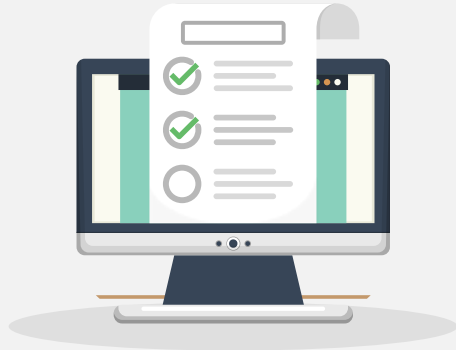
This will also make Scaler the first Ed-tech firm in India to get a placement process assessment, evaluation and certification done.

Note:

The term audit here is being used to signify the evaluation, assessment and certification of the client's post course completion placement process only. This is not to be inferred or referred to as a financial audit as the current engagement does not cover any financial aspects or operations of the client. The certification, as referred to earlier in this document, being provided by KPMG to the client, is subject to the successful completion of the evaluation & assessment, and will be limited to affirming the findings of the engagement and shall not be considered as an endorsement or otherwise be extended to as any validation of the client's business activity or operations under assessment and evaluation scope as defined in the engagement letter.

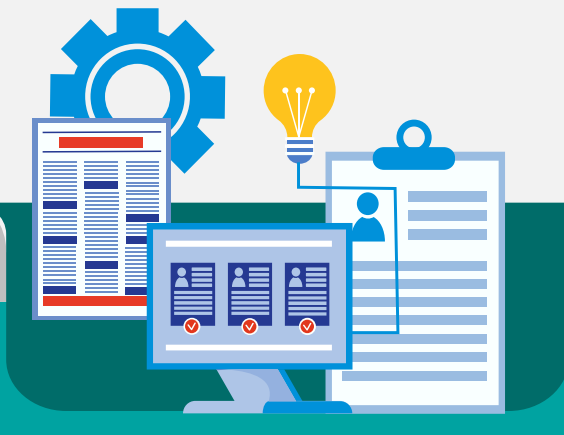


Assessment Intent



To review and capture (through limited and conditional sampling) for quantitative and qualitative estimations that provides an assessment of –

- a. The impact Scaler made on it's customers (including Students & Hiring Companies)
- b. Performance of Scaler graduates post-placement
- c. Scaler's impact on the industry ecosystem in India



The engagement considered the following aspects of the Scaler Placement Process

- a. Pre- Scaler: Students
- b. Placement: Graduates & Hiring companies
- c. Post Scaler (Growth & Performance): Graduates and Hiring Companies



Evaluation Considerations



Data:

- a) Base data collection & correctness check was performed by Scaler team and shared with KPMG team.
- b) Survey questionnaire was co-developed by KPMG and Scaler teams and while Scaler team administered the survey link, the response data was collated by KPMG while keeping data privacy intact as per latest governing policies at the time of survey administration.
- c) Base data provided and questionnaire data received is accepted as *prima facie* accurate and is not further validated or verified by KPMG.



Analysis:

- a) Analysis parameters presented in the Assessment section are mutually defined and decided as per regular updates, reviews and recommendations by Scaler team.
- b) Analysis parameters and insights presented in the Evaluation section are based on qualified dataset out of limited sample size (~10% of overall dataset).
- c) Dataset considered from the limited sample, are qualified for analysis based on criterion of completion of survey response

Assessment Findings





High Level Summary



Total number of placements -

2087



Mean Salary -

21.6 LPA



Median Salary -

17.5 LPA



Outliers (Salaries equal or above 60 LPA)

36



Top 5 Employers

Amazon, Microsoft, Delhivery, TechMojo, Salesken



Note:

- Data Points where salaries were not revealed - 350
- Data points with known salaries - 1737
- Outlier records are defined by scaler are greater than 60L CTC



Comparison Pre and Post Scaler



Average Salary
Pre-Scaler

8.6 LPA



Average Salary Post-Scaler
(Only where pre-scaler
salary was disclosed)

19.5 LPA



Top
Employers
(Pre Scaler)

TCS, Infosys, Samsung,
Oracle, Wipro

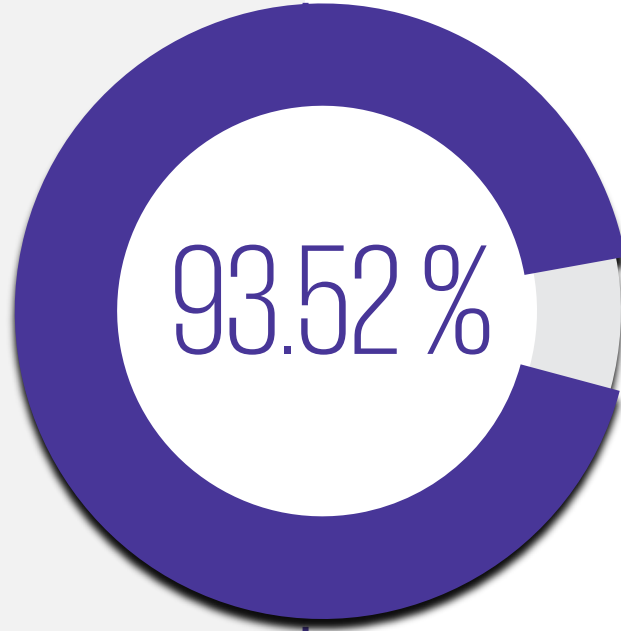


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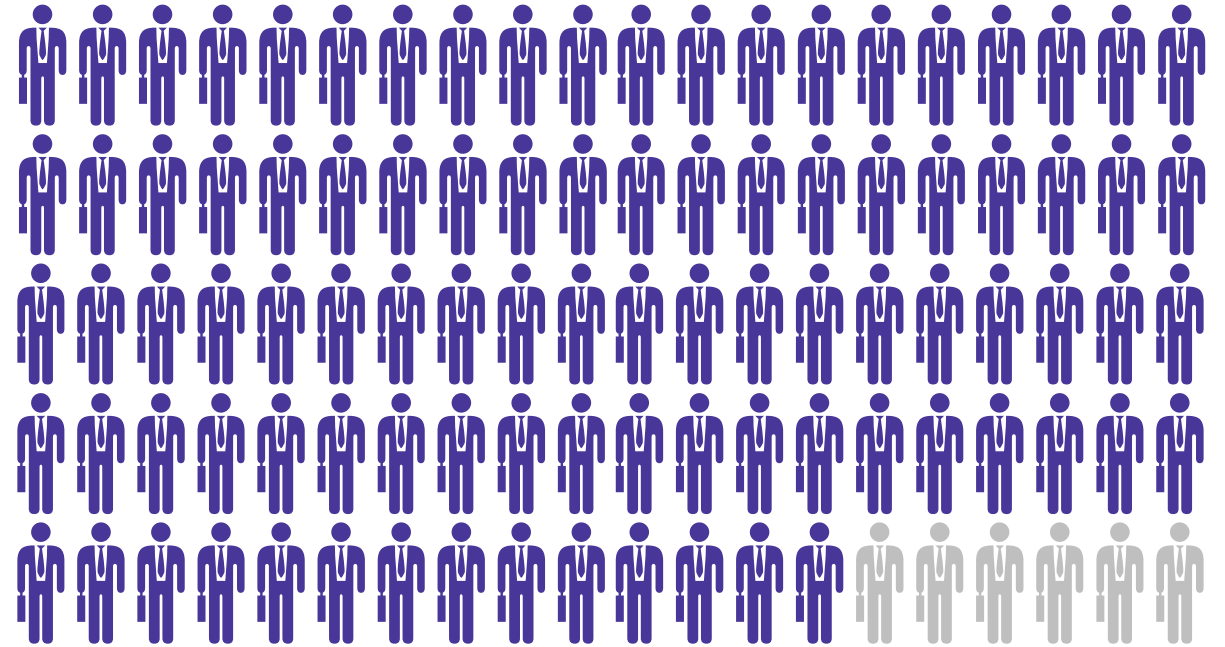
- Data points where previous salary is available - 616
- Salaries pre-scaler might not be available if the learner enrolled was not in a paying job/was not eligible for a job / did not reveal their salaries pre Scaler.
- Average Salary post-scaler only where pre-scaler salary was disclosed by learners



Placement Rate



Placement Rate



Note:

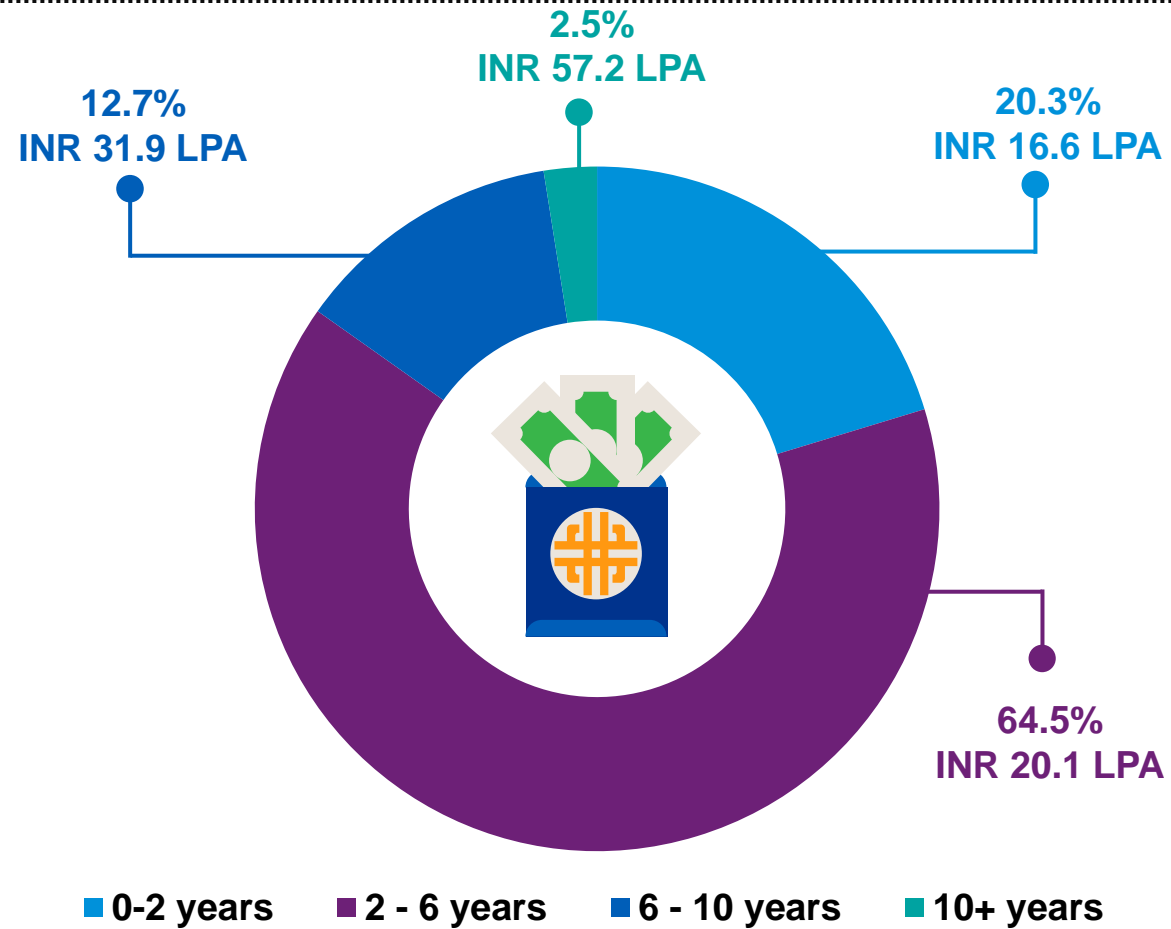
- Only considering data of batches that started 12 months prior (until Feb 2021)
 - Total learners in these batches - 1367; Cases where current employment status is unknown—20; Number of students who opted out – 20
 - Eligible set – 1327
 - 6.48% of the eligible alumni showed intent to switch job but were unable to secure placement
 - Scaler placement support can be leveraged by learner upto 6 months post the completion of the program.
 - 100% of the placed Scaler learners are employed in a tech Job



Comparison of Salary viz a viz years of experience



Average salary post Scaler



Note:

- Data Points Considered: 1737
- Data Points where experience not revealed: 175
- For salary (segmented by years of experience) all placements where both years of experience and post-scaler CTC was available were considered. No. of such datapoints is 1562.
- For % intake (segmented by years of experience) data points of all batches that started 12 months back or prior was considered. No. of such datapoints is 1326



Employer Distribution: Top 25 Employers

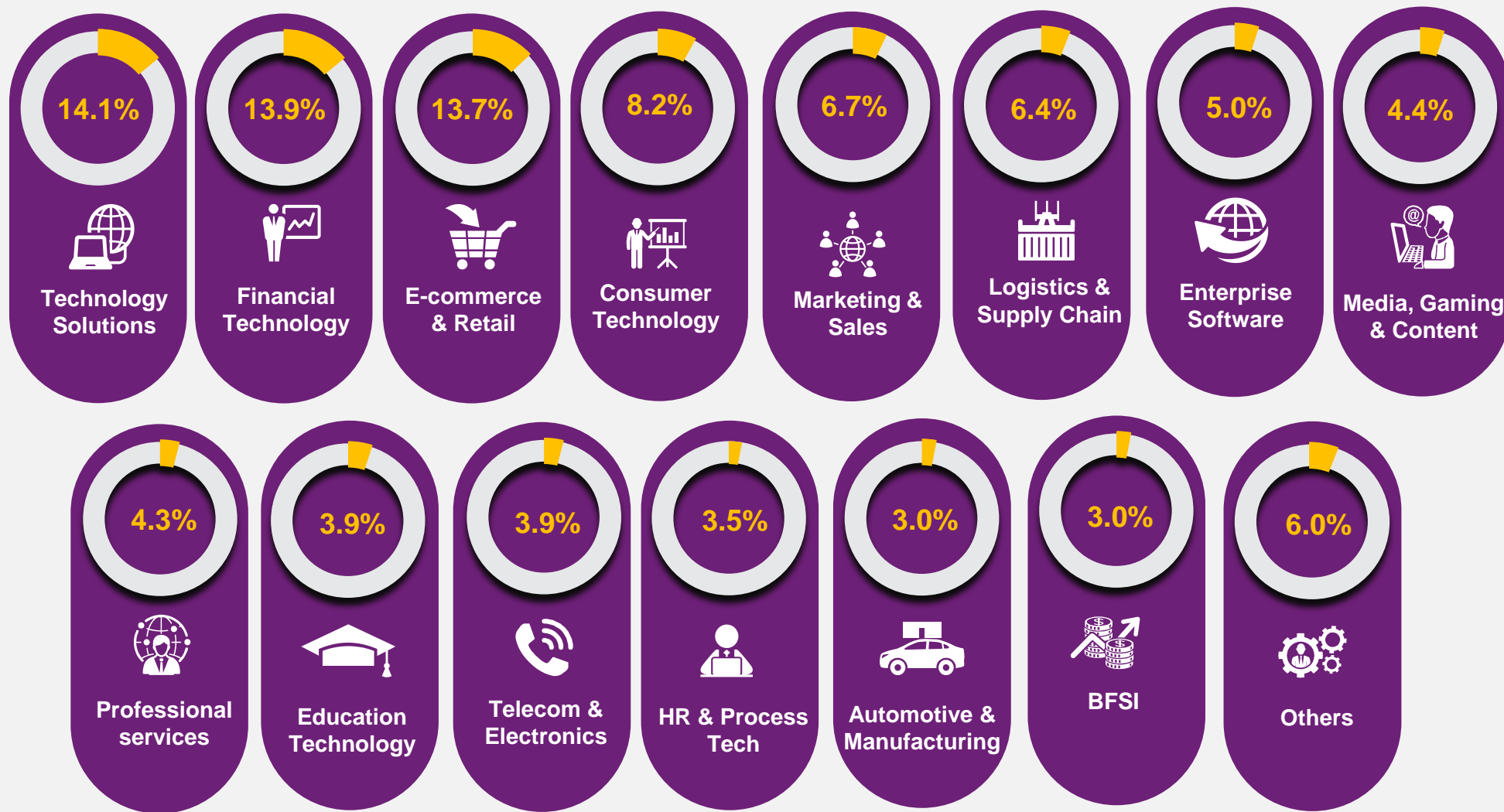


Employer Name	Industry	Size (No. of employees)
Amazon	E-commerce	1.1 Mn+
Microsoft	Enterprise Software	182k +
Delhivery	Logistics & Supply Chain	66k +
TechMojo	Technology Services	320 +
Salesken	Sales Enablement Technology	160 +
Sigmoid Analytics	Data Solutions	420 +
ZS	Professional services	12k +
Samsung	Electronics	287k +
WiseTech Global	Logistics & Supply Chain	1.8k +
Joveo	HR Tech	220 +
CleverTap	Marketing and Analytics	385 +
ROI Internet Marketing (ROIIM)	Marketing and Analytics	N/A
Flipkart	E-commerce	49k +
Paypal	Financial Technology	36k +
Paytm	Financial Technology	13k +
Zopsmart	Retail Technology	350 +
Soroco	Business Process Optimization	460 +
Udaan	E-commerce	11k +
Zupee	Gaming	195 +
Makemytrip	Travel & Hospitality	4k +
Zeta	Financial Technology	1.3k +
Oracle	Enterprise Software	132k +
ClearTax	Financial Technology	75 +
Freecharge	Financial Technology	720 +



Employer Distribution: Industry Distribution of employers

Industry Distribution of Scaler Employers



n = 2,010; 2087 provided placement records minus 77 marked as unknown with 651 unique company records



Employer Testimonials*

“Scaler is more aggressive than other institutes in their placement initiatives.”

-- Group HR Head, Terrapay

“Scaler graduates are able to crack interview easily; problem solving and designing capability is great.”

--Recruitment Manager, Techmojo

“Scaler Graduates perform at par and better than their industry counterparts.”

-- Associate HR, CleverTap

“Scaler talent pool is growing and we are happy with the talent that joins us.”

--Recruiter, SalesKen

“They are evolving their courses well and in line with industry requirements.”

--Recruiter, SalesKen

“Scaler graduates do a fabulous job for core skill tasks. Now we have no need for primary screening as we trust Scaler quality.”

– TA Manager, ZEE

*Discerning verbatim responses, as disclosed to KPMG during independent feedback sessions



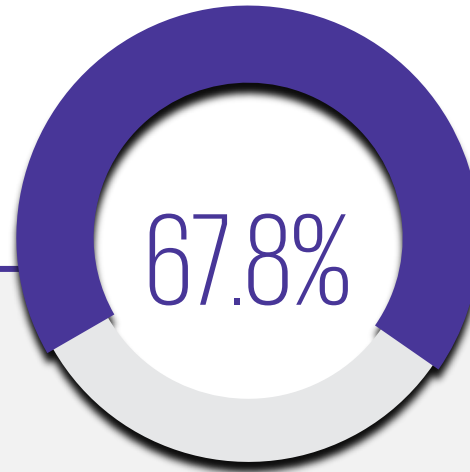
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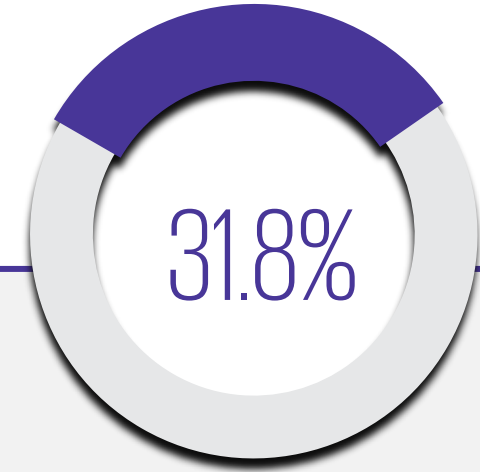
Performance of Scaler Alumni after Completion of One Year in their Post Scaler Job



Average CTC Hike received by Scaler Alumni - 67.8%



Promotion Rate



Note:

- Based on a survey sent to people who found jobs prior to 1st Feb, 2021
- Number of data points 208
- People who are still in the same organization 153 (73.5%)
- Number of people who went through appraisals 110 (26.5%)
- Promotion rate is pertaining to people who got promoted/got CTC hikes out of people who went through appraisals



Sample projects by Scaler Alumni*

“Helped in Launch of a major Financial Technology Company in China”

“Building of Recording Infrastructure for a leading Edutech company”

“Enabled a leading ridesharing company to launch their grocery delivery service product”

“Building the Spin the Wheel Feature and UPI integration for a leading messaging platform”

“Helped launch the fantasy sports platform for a major Indian gaming company”

“Improved SEO score (3X) for one of the leading travel company”

“Improvements to a global photo editing app with 1M+ downloads”

“Built data pipelines from scratch for a 1M DAU product”

“Leading integration of Third Party App on the world’s leading online retail Store using voice activated platform”

“Addition of responsible play to a unicorn gaming company’s product before a major T20 cricket tournament”

*As disclosed by Scaler Graduates to Scaler Academy



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