

## Placement Consulting Program (PCP) Candidate Agreement & Terms and Conditions

This Agreement ("Agreement") is entered into between Ushnik Technologies Pvt. Ltd. ("Ushnik", "Company", "We", "Us") and the undersigned candidate ("Candidate", "You"). By enrolling in the Placement Consulting Program (PCP), the Candidate agrees to the following legally binding terms:

### 1. Scope of Services

Ushnik provides career consulting services including skill-gap analysis, training guidance, resume optimization, interview preparation, and placement consulting support. Ushnik's responsibility extends only up to the issuance of an official offer letter from an employer.

### 2. Placement Commitment

Where explicitly agreed in writing, Ushnik shall provide placement assistance or placement support until an offer letter is issued. Post-offer activities including onboarding success, role retention, performance, conduct, and continuation of employment are solely the Candidate's responsibility.

### 3. Fees & Payments

All consulting, training, and placement fees are payable in advance unless otherwise agreed in writing. Fees are exclusive of applicable taxes (including GST/VAT), which are mandatory. Services commence only after receipt of advance payment. Fees are non-refundable under all circumstances unless expressly stated. Payments must be made only to the official company account. Ushnik is not responsible for payments made to individuals.

### 4. Background Verification (BGV) & Eligibility

The Candidate confirms that all educational, professional, and personal details provided are accurate and verifiable. Any failure in background verification, legal clearances, or employment eligibility is solely the Candidate's responsibility.

### 5. No Employment Guarantee Post-Offer

Ushnik does not guarantee job retention, salary continuance, performance outcomes, work culture fit, or employer satisfaction. Termination of employment due to performance, behavior, compliance, or any employer decision shall not create liability on Ushnik.

### 6. Candidate Obligations

The Candidate agrees to act professionally and ethically at all times, attend interviews as scheduled, prepare as guided, maintain integrity during selection and employment, and comply with employer policies post-joining.

#### 7. Limitation of Liability

Ushnik shall not be liable for employer decisions, delayed hiring cycles, offer withdrawal by employers, market or economic changes, or any indirect or consequential loss.

#### 8. Communication Policy

Only communications via official Ushnik email IDs, phone numbers, or documented platforms are valid. Any communication outside these channels is not recognized by the Company.

#### 9. Confidentiality

All proprietary materials, training content, employer details, and internal processes are confidential and shall not be shared.

#### 10. Governing Law

This Agreement shall be governed by and construed in accordance with applicable laws of India, aligned with global best practices.

#### 11. Acceptance

By signing below, the Candidate confirms understanding, acceptance, and voluntary agreement to all terms.

Candidate Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_