

TMI Group Profile

January 2009



TMI Group Companies



TMI Network is a Member Agency of the
Bernard Hodes Global Network

BERNARD **HODES** GROUP

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A Brief Outline of TMI Group

TMI Group is one of the India's largest talent acquisition and talent management Network with Operations across India and in the Middle East. Started with a capital of US \$ 1000 in 1988.

TMI Group today has grown to 350 employees working across seven cities, serving over 300 corporates and 3,00,000 professionals.

TMI Group is – India's Largest Recruitment Advertising Agency, Member Agency of the Bernard Hodes Global Network. India's top 5 Search and Selection Company.

Pioneer in Employer Branding and Creative Recruitment Advertising in India. Leader in Campus Recruitment in India. Leader in end-to-end Learning Solutions. Runs India's leading Management Portal www.themanagementor.com since 2001. Leader in providing content in Careers, Education for leading publications like "The Hindu" and "Khalij Times" etc.

TMI Group consists of 4 entities TMI Network (TM Inputs & Services Pvt. Ltd.), C&K (C&K Management Ltd.), TMI First (A division of TM Inputs & Services Pvt. Ltd.), KWHYS LLC sales arm for the Middle East.

The service offerings of the TMI Group, at a glance, are as under:

- **Talent Acquisition**
- **Talent Management**

Talent Acquisition

| Offering | Company | Brief Description |
|--|-------------|--|
| RPO - Recruitment Process Outsourcing | C&K | Transition, transformation and delivery of integrated end-to-end processes across the complete resource and recruitment life cycle. |
| IT - Leadership Hires (Executive Search) | TMI Network | Specific focus in identifying and assessing business leaders pro-actively & reactively through a transparent and inclusive process. |
| Non IT - Leadership Hires (Executive Search) | TMI Network | |
| IT - Lateral Hires (Turnkey and Contingency Search) | TMI Network | Getting you the right talent through our extensive candidate engagement methodology |
| Non IT - Lateral Hires (Turnkey and Contingency Search) | TMI Network | |
| EBITA - Employer Branding Initiatives for Talent Acquisition | TMI Network | Conceptualize and implement end-to-end communication solutions through relevant Employer Branding activities and ensure that you have a robust talent pipeline of candidates and an engaged workforce. |
| JOJOE Courses - Jointly Owned Job Oriented Education Courses | TMI First | Establish a viable 'Talent Chain'. JOJOE Model - "Employ-Educate-Billable Employee" as against the Traditional entry-level talent sourcing model - "Education-Employ-Induction-Billable Employee". |
| Fresher Engineers | TMI First | Maximize your search for fresh engineering talent through our customized Campus Connect Programmes. Our expertise: 86 Campus visits, over 200 offers in 2 months. Post offer value addition. |
| Fresher MBA's | TMI First | Maximize your search for fresh MBA talent through our customized Campus Connect Programmes. Our Expertise: 509 Campus visits, 2500 offers in 4 months. End-to-end responsibility including identification of campuses to Post Offer Engagement Programmes. |
| Fresher Graduates | TMI First | Maximize your search for fresh graduates. Our Expertise: 11 states and 16 cities visited. Over 500 offers made. Off campus activity included final selection as well as documentation. |
| Fresher 10/12 Pass outs | TMI First | Offerings in the pipeline |

Talent Management

| Offering | Company | Brief Description |
|---|------------------------|--|
| Staffing | TMI First | Manage your payroll limitations by using our innovative temp staffing models, e.g. Peak Load Balancing. |
| CSDC - Content and Software Development Center | C&K | Outsource your high-end knowledge and e-learning courseware work to a <i>dedicated</i> offshore development center. |
| E-Learning Catalog Courses | C&K | Keep your team at the cutting edge through our business centric, high quality & engaging learning content in the form of CBTs & WBTs |
| E-Learning Custom Solutions | C&K | Select the area of your choice and relax, we will develop the entire courseware from scratch, digitise and deliver it to you |
| E-Induction | C&K | Offerings in the pipeline |
| Content Services Media | C&K | Get premium content for both online and print media. We are the preferred content suppliers for several leading newspapers and magazines. |
| Content Services Websites | C&K | Our flagship management portal www.themanagementor.com is Asia's first cross-functional, cross-industry, Continuous Professional Education (CPE) Tool |
| STEP - Smartly Tailored Employability Programme | TMI First | Bridge the gap between the "Right Candidate" and the "Right Job". An employability certification programme which helps in enriching and nourishing the employability of the individual |
| Induction 10/12 Academy | TMI First TMI First | A training academy dedicated to human capital needs like Pre-joining learning interventions, Company Orientation and Induction & Domain Specific Training |
| | | Job guaranteed courses for 10 th /12 th passouts. Candidates to be absorbed by our Technical Academy, Sales Academy or Services Academy depending on their credentials. |

Vision & Mission of TMI Group

TMI & C&K represents two sides of the career coin. TMI represents opportunities while C&K represents competency. Every professional must get access to both to succeed.

Vision of TMI Group: To be world's largest talent manager for Indians working across the globe.

Vision of C&K Management: To help professionals become continuous learners and make them rediscover the joy of learning.

Together: Group mission is to enhance the quality of life through better avenues of livelihood and learning.

Service Profile of TMI Network

Summary @TMI

Today every employer wants an achiever - who is successful and entrenched in his current job. At TMI Network we call them 'Customer Individuals' and we are their talent managers. Our focus therefore has always been on fitment rather than placement.

'Client Corporate' or 'Employers' always aim to improve the overall quality of human resources. This means that there needs to be an integrated approach to recruitment with a process orientation to it.

'TMI Network' is a one-stop shop for all human resource requirements of clients in India and abroad. TMI is also a fully accredited ad agency, which provides quality services in the area of 'Recruitment Advertising'.

TMI is a pioneer in the area of 'Recruitment Advertising' in India and has taken it to heights never before achieved. Through the 'Recruitment Advertising' process we help clients build an Employer Image through their campaigns.

TMI also offers to be an extension of the HR department of a start-up company and render a helping hand in setting up 'Systems and Procedures' and thereby adding value to the client and self. TMI strongly believes in ethical values and diligently practices them.

Broadly 'TMI Network' offers 6 different products - each with a different level of value addition. The products span from database search, executive search, and recruitment advertising to high-end technology based recruitment solutions. We also provide HR Services such as Manpower Planning, Organisation Structuring, Compensation Structuring, Salary Administration etc., in addition to Recruitment Services, on site, for 'Greenfield Projects'. As an 'Authorised Recruitment Center' TMI will be an extension of your HR department.

TMI has been in touch with over 3,00,000 qualified professionals all over the country and from abroad through e-mail, telephone and personal contact over the past years and has rendered quality service as their 'Talent Manager'. TMI also offers value addition to the individual customer by offering them 'Career Consulting' services.

TMI's commitment to the process and the quality of service rendered to both the individual customer and the corporate client have enabled us to reach the pinnacle of success in the short span of time we have been in business. The emphasis through out is on value addition.

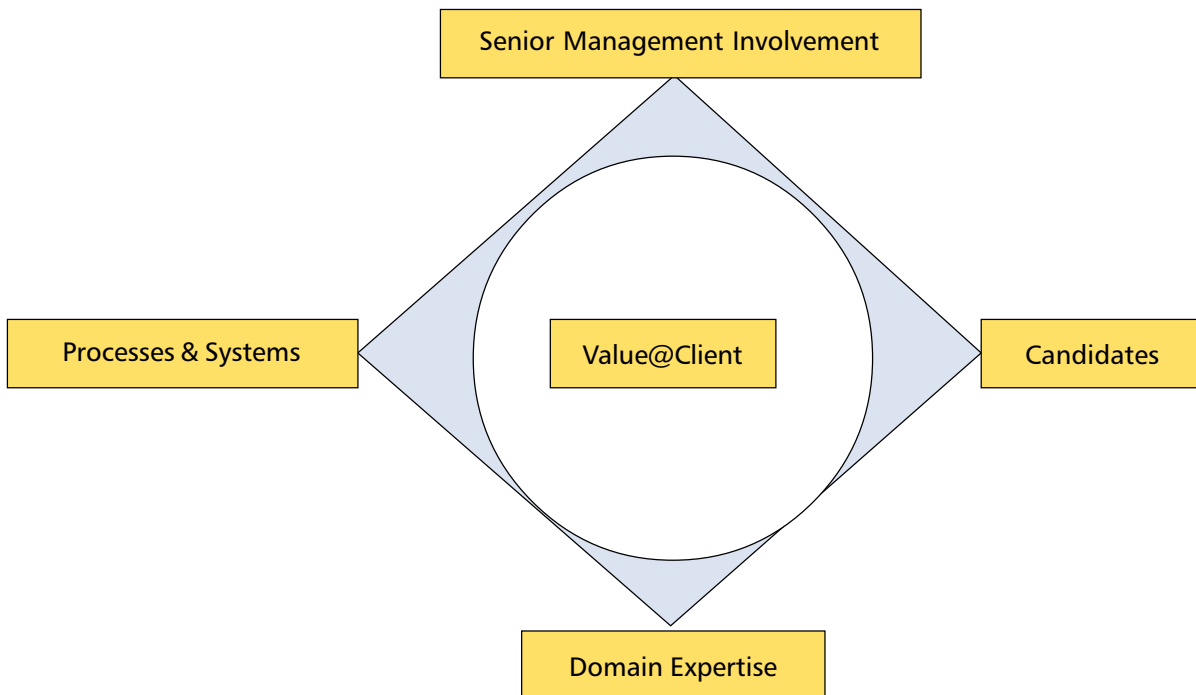
True to the fact that 'Human Resources' can render an edge over other players in the market, TMI has a dedicated team of qualified professionals working in a fun filled atmosphere. TMI is headquartered at Hyderabad and operates from six other branches located in Chennai, Bangalore, Mumbai, Pune, Delhi and Dubai (UAE) . TMI is networked with all its branches and clients, which enables it to provide quick and effective response to its client requirements.

TMI is also a fully accredited Ad Agency, which provides quality services in the area of 'Recruitment Advertising'. The value additions in this product include media advice and initial screening of responses.

TMI's International associations include tie ups with agencies like 'Bernard Hordes Global Network', representing them in India. 'The Economic Development Board of Singapore' has retained TMI as their exclusive search partners in India to cater to the hiring needs of various companies based in Singapore.

Value@TMI

TMI believes that the single most important rule of talent management is to provide careers and not jobs. This requires us to change our focus entirely from placement to fitment. To achieve this, we strive for the “right fit” - not just in competencies and skills, but also work temperament. From a one-sided, closed recruitment process to a two way ethical and transparent recruitment process.



At TMI, management helps corporate clients by searching for people who will stay and grow with the organisation. The emphasis on “fitment” helps deliver recruitment solutions to customers that are “solutions” in the truest sense of the word. This focus is especially important for recruiting for other countries, where TMI assess whether candidates can measure up to international standards, and cope with the culture shock.

The enabler to this value generation is the direct involvement of the senior management, in both the strategic development of solutions, and the administration and implementation of the operations. This is backed by several years of domain experience that spans over 300,000 contacts with prospecting candidates, and supported by well-defined processes and systems.

Feedback@TMI

What some of TMI's customers have to say -

"Ever since the last three years we have been dealing with you, primarily for recruitment of qualified personnel from India, we have found an extremely high quality of assistance from your organisation. We have tried many companies in India, but often (despite some of them being well known companies) found them to be mere Post Offices, forwarding the Resumes from their files, without bothering to check on the suitability of the candidates to the organisation and vice versa.

On the contrary, I have found that every time we send a request to TMI, a thorough search is done of the short-listed candidates and many times even pre-screened by you, before we are called for conducting interviews. I have heard from some of the successful candidates, who joined us that a similar effort has been made by TMI, in terms of giving a very comprehensive briefing to them about the company and the nature of the job. This has therefore helped substantially in not only getting us the right candidates, but also ensuring that they have a successful tenure with us.

Primarily I have observed that TMI likes to work as a partner rather than as a mere recruiting agent. In fact, we have hardly found any necessity to advertise in the Indian newspapers ever since the beginning of our association with you.

I am confident that any prospective collaborator abroad is likely to benefit equally, if not more, through his association with you for the Indian operations."

- S Gopalan, CEO, Reem Batteries & Power Appliances Co. SOAG, Muscat

"We have been associated with TMI Network since March 1998 in Mumbai, Chennai, Bangalore and Pune. TMI has extensively supported us in these regions since March of 1998 in our recruitment requirements, efficiently sourcing the right kind of candidates as per the specifications laid down for each position.

In our opinion, some of their strengths that could be highlighted are:

- Quick understanding of the requirements
- Prompt response and follow up
- Reasonable data bank of bio-data of people from different fields
- End-to-end services offered - right from designing and placing an advertisement to screening, short-listing and interviewing the candidates.
- Frank assessment of ability to respond/source for specialised positions.

In addition, TMI Network's consultants are a team of young and energetic people, who are an added advantage. However, TMI's offices across the country do not offer a consistent experience – some offices are distinctly superior in service delivery."

*- K S Kumar, Head – HR,
e-Serve International Limited (formerly Citicorp Securities & Investments Limited)*

"This is to place on record our appreciation of the support rendered by your organization, M/s. TMI Network in the area of recruitment and selection.

In this context, I would like to specifically recall the turnkey assignment of handling the entire recruitment for the Hyderabad branch that TMI successfully completed in record time.

The consultants at TMI have exhibited their professionalism in conceptualising to implementing any assignment given to them. I must mention their ability to maintain and enhance relationships with their corporate clients.

I wish TMI all the best for the future and hope that the Organization will grow by leaps and bounds in the next millennium."

- Radhakrishnan Nair, VP – HR, Citibank NA

"Indian Immunologicals, a Unit of the National Dairy Development Board has had a business relationship with TMI Network for the past six years. TMI Network has worked with us on the following areas:

- Compensation Surveys
- Recruitment of Managerial Positions and Advertising
- Special assignments including Market Research and Biologicals

We are of the opinion that TMI Network is a highly professional organisation, manned by competent people with a strong focus on meeting customer expectations in its entirety.

We wish TMI Network all success."

- K V Balasubramaniam, MD, Indian Immunologicals

"We are pleased to put on record our appreciation for the long association we have had with TMI for over 5 years. We have found the working of TMI straight, above board and to our entire satisfaction. The way of functioning and attending to the assignments given to TMI have been excellent and have fulfilled our expectations.

We wish TMI all the best for all their business endeavours."

- R B Kabra, President, Hindustan Sanitaryware & Industries Limited

Corporates

TMI is one of the only organisations in the country that offers under one umbrella, customer centric and customised solutions across the recruitment, recruitment advertising, training, employer branding, e-learning, and content & knowledge development spectrum.

Through the integrated service offerings of our group companies - TMI Network, C&K Management Ltd and TMI First, we cater to the employability and training needs of professionals across their entire life cycle in organisations.

For meeting your need for Professionals with diversified experience, we provide solutions that are:

- Consultative and participative in approach
- Customer centric
- Fair and win-win to both corporates and candidates
- Technology driven
- Delivered both end-to-end and in modules

Our Offerings

While our functional roles like HR, Finance, IT, Support etc cut across all verticals, we have specialised practice in the following practices:

- Manufacturing
- Oil & Gas and Infrastructure
- Telecom
- ITES / KPO
- FMCG / FMCD
- Media & Entertainment
- BFSI
- Retail
- Pharma

Our clients cut across geographies. We cater to the best of Indian and Multinational companies. Most of our clients have enjoyed a long-standing relationship of over five years with us - an indication of mutual trust and our delivery capabilities.

Given below are all our offerings in: Talent Acquisition and Talent Management.

Talent Acquisition

Within each of our specialised practices, we cater to Leadership Hiring and Middle Level Hiring for generic, niche and techno-functional skill sets. We realise that a candidate is a key asset in our business and we specialise in identifying the 'right' talent through effective candidate engagement methods. We indulge ourselves in corporates who are proactive in meeting their talent acquisition needs and we influence their decision making process

Our Services

- **Executive Search (Leadership Hiring)**
- **Contingency Search (Lateral Hiring)**
- **Turnkey assignments**
- **Recruitment Process Outsourcing (RPO)**
- **Employer Branding Initiatives for Talent Acquisition (EBITA)**

Executive Search (Leadership Hiring)

Specific focus in identifying and assessing business leaders pro-actively & reactively through a transparent and inclusive process.

Contingency Search (Lateral Hiring)

Hiring solutions for the Recruitment Manager looking for result-driven, off-the-shelf expertise. Success in this depends largely upon pro-active validation techniques. Our existing database of candidates coupled with our candidate engagement techniques strengthens our convictions in providing the 'right' talent for position-based fitments.

Turnkey assignments

Undertaken for large scale hiring for companies which are on a brownfield expansion or greenfield expansion across functions. So be it employer branding initiatives, response automation and management or handholding candidates till they join you on-board, we take care of all your needs.

Recruitment Process Outsourcing (RPO)

Our response management system is intelligent and can personalise specific responses to specific candidates. It takes away your worries in terms of having to respond to candidates individually. First level screening and short-listing is done automatically by the system based on criteria agreed with the client. This reduces cycle time substantially by reducing manual interventions in the screening process. Thus, it enables greater control on large assignments and gives visibility on the status of the project at any given time.

Employer Branding Initiatives for Talent Acquisition (EBITA)

We entered the Recruitment Advertising space way back in 1993. Since then, we have been conceiving contemporary, reflective and award winning ads for our clients. It is no surprise then that year on year we have been winning numerous accolades.

A few things have changed in the last few years.

Corporates now have the need to retain existing employees and simultaneously recruit fresh talent that stays.

There is a growing need to adopt the Inside-Outside approach - Represent inside facts well to the outside world and reflect outside trends well in the way organisations go about their tasks internally

Recruitment Advertising is no longer just about "How" to say it but "What", "Whom" and "Where" to say it

To cater to these requirements, Recruitment Advertising needs to take an end-to-end approach and go beyond the traditional approaches to Advertising. Drawing from the past 18 years of our insights in the recruitment space, our recruitment advertising division has donned a new role - Employer Branding Initiatives for Talent Acquisition (EBITA)

EBITA caters to the complex needs that corporates face in today's competitive market scenario.

Recruitment Advertising in general is a one-off ad and has very little space to communicate the essence of an organisation. Employer Branding (EB) on the other hand, caters to the two critical needs of an organisation - of understanding the employees in the right perspective and finding better ways to excite them through different communication methodologies. EB therefore leads to partnering with clients - something which we specialise in and enjoy.

Our task now, is therefore, not just attracting the 'right' talent but motivating them to perform to the employers expectations. Simultaneously, we also need to bring in new talent that is aligned to the organisation's expectations. In doing so, we optimise their hiring costs.

Our service offerings:

We offer pan-India, end-to-end employer branding initiatives which include

- External and Internal Communications
- Prospect Communications
- Corporate Films
- Response Management
- Job Fairs
- Stall design and execution
- Strategic Surveys
- Internal Referral Schemes

Talent Management

The challenge of attracting the right talent does not end with Talent Acquisition. Corporates today face the critical need to retain existing talent and at the same time bring in new talent that stays. To achieve this, it is essential to cater to the varied training needs of organisations across the employee life cycle.

We offer services starting from the induction of new joiners till the continuous professional learning needs of practicing managers. C&K Management Ltd was the pioneer in the knowledge management space, having established the first of its kind Continuous Professional Educational (e-CPE) tool for practicing managers - the www.themanagementor.com portal. Today, we have a dedicated Content and Software Development Center (CSDC) and we design customised online courses and Catalog courses for our national and international clients.

TMI First has been successfully bridging the gap between education and employment through its tailor made employability programmes and other training & developmental modules designed for fresher recruits. The Smartly Tailored Employability Programme is one such initiative.

Together, we offer end-to-end talent management solutions across the employee-training spectrum.

Recruitment Advertising & HR Communication

In today's competitive market, everyone is looking for an achiever. So recruitment advertisements must attract attention and more importantly generate a response from these achievers, and not from those who are looking for the advertiser.

Recruitment advertising is a specialised form of communication because... it is expected to grab the attention of the achiever ... not those who are desperate to join you.

**Think MNC
Think Challenge
Think Growth**

Think "Sweet" Success
Don't settle for less!

Welcome to our **Confectionery Division**, the promising new venture of **Hindustan Lever Limited (HLL)** in a high-growth category. The scope for accelerated growth is tremendous. What's more, deserving candidates will get a chance to work in other HLL profit centers. It's an opportunity for long-term career with the company. Join this Division, at...

Sales Officers: (20+ positions), Location: All India. Target & new Geographies, with 4-8 years sales experience ideally in FMCG, excellent leadership & people-management skills, and ability to plan & create appropriate infrastructure & processes. Will need to shoulder higher responsibilities given that it is a new business.

Conditions of higher caliber or qualifications, or more experience, will be considered in Executive cadre.

Territory Sales Incharge: (20+ positions), Location: Major cities across India: Evengate Graduates with 3-4 years sales experience preferably in FMCG, excellent understanding of the confectionery market, ability to negotiate, penetrate the market & train RS & RS sales force in their respective territories.

Less experienced candidates will be considered for Trainee Territory Sales Incharge positions.

The positions offer excellent empowerment, growth, competitive salaries & performance-linked rewards. Being a part of the new business gives more scope for visibility, recognition & growth. For more details on the positions offered please visit www.careers.india.com/HLL. Interested? Send your resume with 3 lines to: HLL@tminetwork.com or to: **TMI Network, P.O. Box No. 1179, Secunderabad - 500 001.**

Visteon
For the achiever!

Joining Visteon India is a great opportunity to be part of the Automotive Revolution towards the Future.

TMI Network

TMI's philosophy is to create recruitment ads that meet the above criteria.

TMI is India's largest recruitment specific advertising agency. All recruitment advertising is conceptualised based on TMI's in-depth understanding of employee psychology that has been cultivated over a period of 20 years and based on TMI's interaction with more than 300,000 individuals within the target audience.

Residing at TMI's Headquarters at Hyderabad, is the country's most exhaustive knowledge center, that collects and analyses data specific to recruitment, both in the Indian and international context.

In all the 60 years of recruitment advertising one thing has not changed. There is no dearth of people who will respond to a recruitment advertisement, even if it is just a classified advertisement.

But the employer's expectations have changed.

They want achievers - entrenched and successful

professionals - who are not desperate to seek a change. And with that the rules of recruitment advertising have changed.

India's only advertising specialist with in-house recruitment services. Our experience in recruitment of premium human resources have given us a few insights into the way achievers react to recruitment communications.

It is these insights, which have made TMI Network India's largest recruitment advertising agency.

With a specialist team of client servicing executives, copywriters, art director, computer designers, media professionals, the Recruitment Advertising Division functions as a "niche" advertising agency, providing a range of prospect communication services.

Service profile of TMI First

A developing country like India produces a large number of Graduates (India alone produces 7.6 million annually). There is no mechanism for this desperate multitude to access the employers in other cities

Role for Employability Consultant

What these young Graduates lack is proper advice. They need Professional Employability Consultants who know the corporate, understand their job profiles, and comprehend their skill sets. Consultants should be good at assessing and finding out what talents the freshers possess, and in channelising their energy by training them in specific skills.

Job Boards Fail

Today, we have a plethora of Job Boards preoccupied with quickly recruiting experienced candidates from the Metros. For every one person who gets a job in a Job Board, 99 or more don't get even an interview call, and are frustrated. Many of them head to the nearest large urban area and seek employment of any type and even pay middle men to get their first job – and soon start losing their jobs because they cannot perform.

What is the real Problem?

- Job seekers apply for any job – not the job that fits their skill and capabilities.
- Job seeker has no idea of what he / she is good at.
- Job seekers need to widen their horizons beyond BPO & IT (hence, English communication skills would not be an impediment to employability)
- Job seekers need a access to a variety of employers beyond their home-town.
- Job seekers need an employability consultant who will assess and guide them to the “Right Job”, provide employability training and be a single window for meeting his/her aspirations – whether it is higher education or skill training or the right job.

So in short they need a Professional Consultant who works for them and colleges and not for the employer.

What is the Solution?

The country needs Talent Boards, which can find talent in every individual and Consultants who can initiate fresh talent into coveted skill sets, or channelise them into the right jobs.

We, at TMI First, hope to fill up the gap. We are committed to partnering freshers, and helping them get the 'right' first job. We step in right from the assessment stage till the stage of referring them to the right employer or recommending higher education.

Introducing TMI First:

India's first Employability Consultant.

Mission:

To be a Talent and Employability Consultant for the millions of Graduates from India and the developing world.

To Connect Education to Employment

Service profile of C&K Management

The core business of **C&K Management (C is for Content and K is for Knowledge)** is to help Corporates and individuals build “competencies.” We believe that “self-learning” and “blended learning” are the keys to creating learning organisations and to continuous career growth.

C&K Management is India’s largest player in the Information Content (IC) Industry. We are in the business of thoroughly studying and analysing content online, to converting it into actionable knowledge that meets the need of corporate and academic markets in India, the Middle East and the US.

C & K Management Ltd. is promoted by TMI- one of India’s leading career consulting company and funded by ICICI Ventures and APIDC Venture Capital Ltd. to address the need for knowledge services. C&K has pioneered the concept of online knowledge and skill up-gradation in India. It was the first organisation to create and manage large repositories of researched content using a proprietary “content factory” methodology.

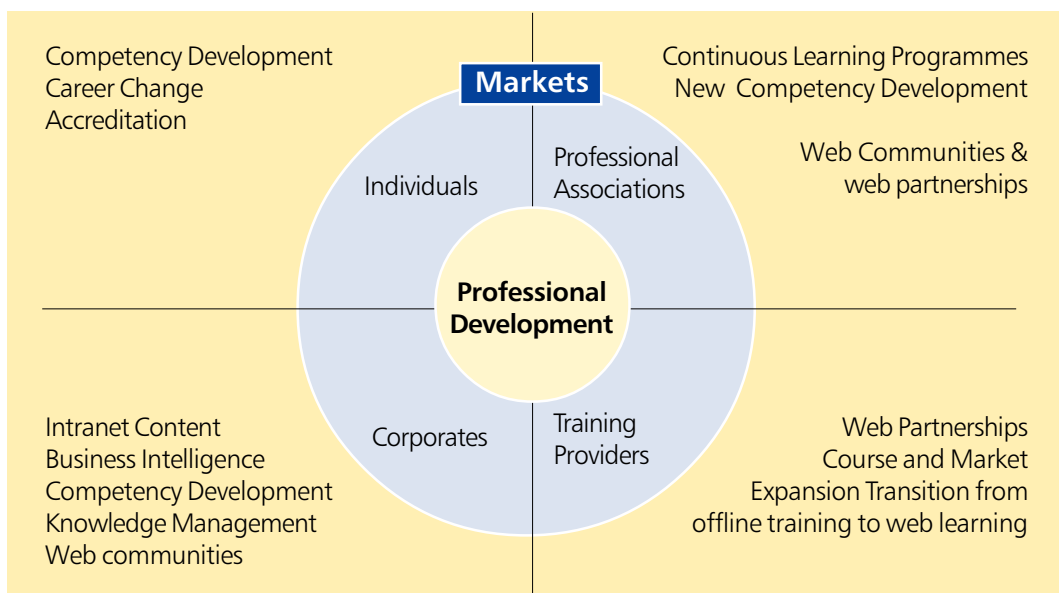
Business areas:

C&K operates in four business areas. (Please see the attached product portfolio for more details.)

- E-Learning
- Custom content and TheManageMentor
- Media content
- Training and development

Markets segments and the needs that are targeted

The following diagram maps the key markets and their needs for professional development.



C&K Management now has a suite of products and services - each of these addressing a clearly stated need in our chosen markets. The table below indicates solutions, select clients and the status of deployment.

| Market Segment | Need | Products Developed / Services Offered | Customers |
|---------------------------|--|--|---|
| Professional Associations | New Competency Development | ISA Com Insurance/Risk Management Soft Skills | Institute of Chartered Accountants of India (ICAI) |
| | Curriculum Development | TMM International Information Systems Audit and Insurance & Risk for Chartered Accountants | Institute of Chartered Accountants Sri Lanka CIMA Singapore Institute of Chartered Accountants of India (ICAI) |
| Training Providers | Web Partnerships | Portal Design content and Maintenance | A leading college from Dubai Dubai Institute of HRD |
| | Instructor-led Training Transition from offline training to Web Learning | Soft Skills Programme Web Based E Learning Modules; | The AP Council for Higher Education (for MSIT Programme) A leading college from Dubai Infosys |
| Corporate | Intranet Content Business Intelligence Competency Development Web Communities Training Knowledge Management Researched content for Press Competency Development | TMM Intranet Version Idea Mart; ePharma; Tele TrendZ; Custom Inputs Learning Circles Petro - Community of Practice Grasim Cornerstone Outbound Training & Custom training KM Start-up External feed into KM system Special Supplements | 200 Corporate In India HLL, Colgate etc.; Major Indian Pharma cos; Bharti Telecom; Henkel Loctite Hero Honda National Petroleum Programme Management Grasim Many customers One of India's leading Telecom operators Another of India's leading Telecom operators The Hindu & Khaleej Times - newspapers |
| Individuals | | The Managementor.com | 500 individuals |

We focus on the following industry verticals: Insurance, Banking, Financial Services, Pharma, Manufacturing and Telecom.

| | |
|---------------------|-----------------------|
| BFSI | Business Intelligence |
| Career Content | Community of Practice |
| Custom Content | E-learning |
| Intranet & websites | Knowledge Management |
| Media | TheManageMentor |
| Training | |

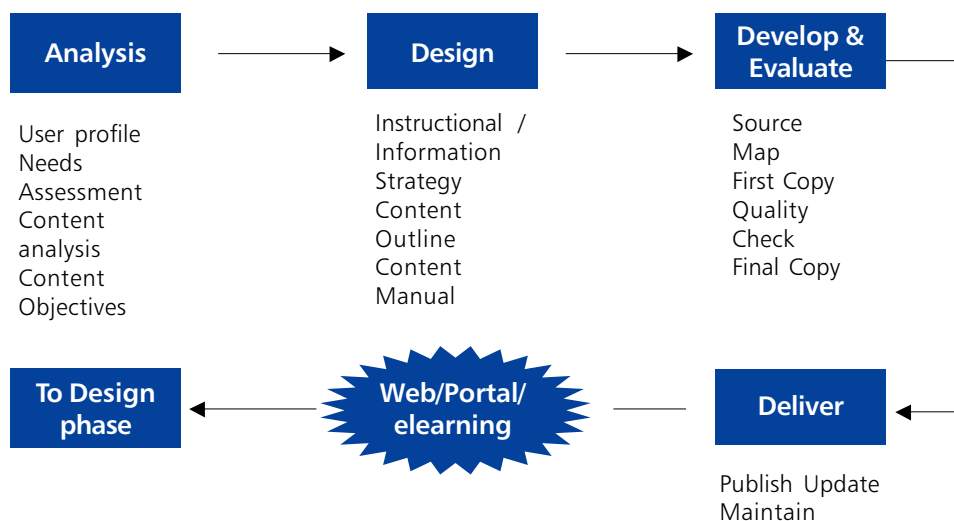
E-Learning business division

C&K Management brings 400 man-years of expertise in content development for varied learner profiles. The principles followed by the company to produce SCORM compliant content include:

1. Be Objectives Focused
2. Be Learner Centric
3. Be Instructionally Sound
4. Be Fun

e-Learning is a powerful and effective medium. The idea of using it for empowering employees and customers with right knowledge and information is a definite challenge. The payoffs of architecting and implementing a well-executed company wide customer facing e-Learning could be significant

Overall design process



Physical Infrastructure & Management Team

Headquartered in the 'Cyber City' of Hyderabad, TMI functions on the hub-and-spoke principle. TMI Hyderabad has a total of 16,410 square feet of office space spread over six floors, with more than 2,735 square feet of workstation area. Training rooms are equipped with state-of-the-art AV presentation capability. The facility has a capacity to house more than 250 personnel.

TMI has offices in Hyderabad, Mumbai, Chennai, Bangalore, Pune, in India and in Dubai, UAE



IT

TMI has strived to ensure that technology is appropriate and contemporary and to partner with leaders in the field in each area.

The technical architecture @ TMI is based on 'MS Windows 2000' with sophisticated databases built on MS SQL Server. The content and training teams use a 'Content Management System' that has been exclusively designed for TMI.

Other software and hardware infrastructure includes:

- CRM - Talisma
- Network
 - 7 Dell Poweredge 2450 Servers
 - 4 Power Edge 2450 1
 - Poweredge 6450 Server I
 - Data is backed-up daily on HP's DLT tapes
- Mail Server - MS Exchange Server 5.
- Authentication Server – MS Window 2000 server
- Database Server – MS SQL 7.0
- Terminal Server
- Router – Cisco 2600 series
- Switches - 3Com 3300
- Leased Lines - 24 Hour Internet access through 128Kb leased lines through DoT
- Intel ISP
- Network Management – Network Solutions



The Quality of TMI's infrastructure allows TMI a degree of flexibility for the users and ensures that all employees and trainees have the best access to information and communication tools.

Branch locations are typically with 4-6 PCs wired on a LAN with an interview room thrown in – Chennai, Delhi & Bangalore have workspaces of approximately 3000 square ft. each.

Management Team

| Name | Professional Qualifications | Current Role | Experience |
|-----------------------------|--------------------------------------|---|------------|
| T. Muralidharan | B. Tech. (IIT Chennai), PGDM (IIM-A) | Chairman | 27 years |
| T. Sreedhar | B.E, MBA | Managing Director | 23 years |
| B. Ravi Ramakrishnan | B.Tech, MBA (IIM-C) | Director | 23 years |
| S. Sethuraman | BE(REC Trichy), PGDM (IIM-B) | CFO | 24 years |
| Ajoy Ivaturi | M.Tech (IIT-Kharagpur) | Group CIO | 21 years |
| Ratnavali | M.A, PGDBM | Group Head- HR | 10 years |
| Janakiram | B.Com | Sr. Vice President, C&K Management Ltd. | 31 years |
| Martin David | B. Tech | Business Unit Head, C&K Management Ltd. | 36 years |
| Peter Ballem | B.A, MBA, ICWA | Sr. Vice President, C&K Management Ltd. | 16 years |
| M. K. Geetha | ACA, ACS, CFA, CISA | Vice President | 27 years |
| M. Ramesh | B. Tech., MBA (REC Trichy) | Executive Vice President and Head-FMCG/FMCD/ BFSI/ KPO/ITES/Telecom/ Middle East (other than Oil & Gas) Practice. | 23 years |
| S. Venkatesh | CA | Vice President and Head - IT Practice | 23 years |
| R. Karthikeyan | B.Tech (REC Surathkal) | Vice President, Head- Manufacturing Practice and Head-Chennai Branch | 26 years |
| Sriram Polepeddi | B.Tech, PGDIE (NITIE) | Vice President, TMI Network | 26 years |
| G. Venu Gopal | B.E. | Chief Operating Officer, TMI First | 20+ years |