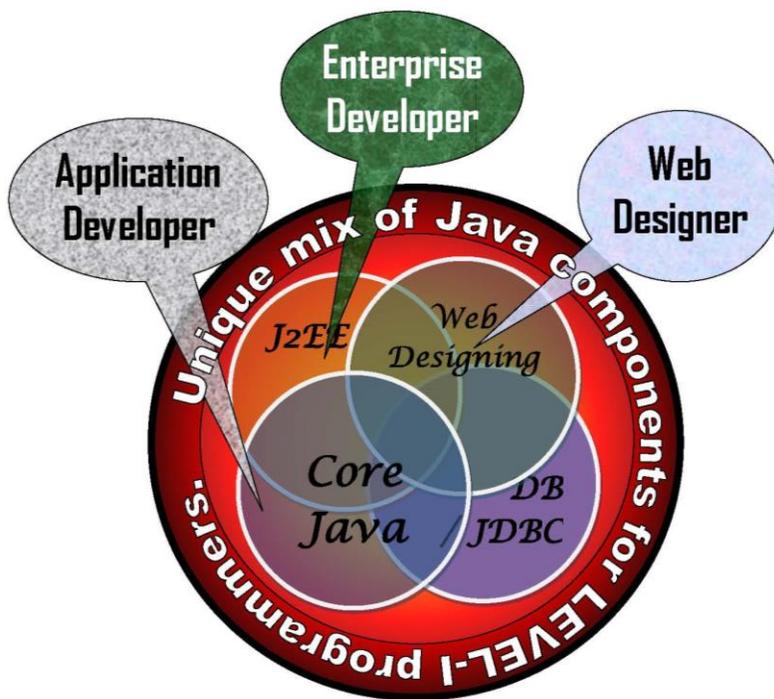


At the outset, we are thankful for your interest and time. We take this opportunity to introduce *Scartnet Technologies R&D Pvt. Ltd.*, an Information Technology company based out of Chennai, specialized in the area of application development, maintenance and support. We cater to wide range from stand alone to enterprise wide application, web application, mobile application and website development, based on CMM Level III model.

It is our experience that candidates who role out of academic institutions have lot of knowledge, but struggle to get into industry. Today, globally IT industry as moved towards low-cost high-efficiency model. Except for few big giants, majority of small and medium sized organizations cannot afford to provide on job training, they need an employee to be billable from the day one. Hence the GAP, between knowledge and experience.

We at *Scartnet* have developed, **“Training-cum-Absorption”** program for Entry level programmers. This program is designed to provide an intense 400+ hours of industry based real-time training laying a strong foundation in Java Technology and prepare a candidate to be productive from the day one.



Normally, a candidate gets labeled as Java developer or J2EE developer or Web designer based on the skill set and training undergone. Technically, this how most of the courses are designed by so called training institutes.

Our unique mix of course content, based on industry requirement not only caters to the conventional stream, but increases the employability by 3 times, as a strong foundation has been laid, by providing a comprehensive

project based training. Candidates will be able to visualize their career path from a programmer to architect.

**OBJECTIVE:** To prepare candidates to be productive from the day one, bridge the gap between knowledge and experience, by providing candidates an opportunity to gain experience in real-time environment. Lay a strong foundation for their career path.

Some of the salient features that differentiate our training from other so called training institutes:

- First and foremost we are not a training institute; we are an Information Technology Company.
- Training is conducted in our development center, in real-time environment. The same environment, which we use for our day-to-day business.
- Candidates have to follow all the company protocols like dress code, time management, task delivery, maintaining office decor, mannerism and so on. Practically we would treat them as trainees in our organization, except they pay a fee to get trained in our real-time environment.
- Course content is based on real-time industry requirement, vetted by our consultants and by our partnering companies, which also matches to the certification content of the respective technologies.
- Unlike trainer knowledge based delivery model followed by other institutes, who have no control on delivery, we follow a well-structured day wise content delivery model. This gives us complete control over the training, which is monitored on daily basis, to ensure quality.
- Candidates are rated on daily task based assignments, which will go into their performance matrix. Candidates have to perform on daily basis to maintain the rating, this will have major impact on final evaluation.

### **The Program:**

The program is designed to give a comprehensive real-time exposure, which will prepare a candidate to be productive from day one in any IT organization in the respective technologies. Currently we offer Training-cum-Absorption only in Java and .Net technologies as our current projects in various stages are on these technologies.

### **The Methodology:**

Four hours training is conducted from Monday through Friday, of which two hours of concepts and two hours of task based practice. Training will be conducted by our internal or external consultants who are working in our projects. Candidates have to finish their daily task, as it gets updated to performance matrix, which will have serious bearing on the final evaluation. Assessment is conducted on daily task, intermediate assessment on completion of a stage and final evaluation on completion of training.

### **Eligibility:**

1. Level-I: Any Computer Science graduate. Even candidates with arrears can join the training program, but will be absorbed only on completion of arrears.
2. Level-II: Any Computer Science graduate with 1 year of industry experience and should clear our Level-1 assessment.

### **The Fee:**

---

Rs. 50,000/- (Fifty thousand) for each level, waiver up to 25% as per slab below.

- 00% - Candidates with arrears = Rs.50,000/-
- 05% - Candidates aggregate  $\leq 55\%$  = Rs.47,500/-
- 10% - Candidates aggregate  $> 55\%$  and  $\leq 65\%$  = Rs.45,000/-
- 15% - Candidates aggregate  $> 65\%$  and  $\leq 75\%$  = Rs.42,500/-
- 20% - Candidates aggregate  $> 75\%$  = Rs.40,000/-
- 5% - Additional for those who excel in our assessment program irrespective of above slab. (Rs.2,500/-)

### **Payment Mode and Method:**

Payment can be made either by check or cash at *Scartnet*, in four installments as below:

- First installment of 25% on confirmation of joining the program.
- Second installment of 25% between 30<sup>th</sup> to 35<sup>th</sup> day from the start date of the program.
- Third installment of 25% between 60<sup>th</sup> to 65<sup>th</sup> day from the start date of the program.
- Fourth and final installment of 25% after completion of training and on receiving the offer letter.

### **Joining Procedure:**

Candidates, who are interested in joining “Training-Cum-Absorption Program” as to walk-in with their resume, copy of marks sheets and original for verification. Candidate will be assessed for basic analytical, communication and presentation skills. Selected candidate will have to fulfill the joining formality immediately. (Details will be provided during selection/counseling session).

### **Absorption or Placement:**

Candidates who successfully complete our training and assessment will either be absorbed in to *Scartnet* or will be placed with one of our clients or with one of our partnering companies, as per norms of the respective company.

---

## FAQs'

**Q:** Why are you charging a fee?

**A:** Lot of quality time and money is invested in training an individual, which is almost 3 to 4 times more than the actual fee charged. We understand from our past experience that candidates selected directly into probation normally moves to bigger companies based on the experience we provide. This has serious implication on our company both financial and business process wise, hence we decided to charge fee for training.

**Q:** Can you justify, why 50k fee, when Java courses are available for 10k-15k?

**A:** Surely, our course is mix of **Core Java, J2EE, JDBC and Web Designing**, which is based on industry requirements as shown in figure above. Combined cost of these courses would be around 25K in tire III institute, about 40k-45k in tire II institutes and about 60k+ in tire I institutes. With waiver up to 25% and the kind of training we deliver, it looks reasonable.

**Q:** Is it necessary to learn all the above components?

**A:** Technically no, but after having studied a career map based on industry requirement, it becomes essential for one to have a solid foundation for next 10 years of growth in Java Technology.

**Q:** Is placement assured?

**A:** Our intake of candidates is based on projects available both in-house and client based. Even in extreme cases, we have networked with other IT companies, who have similar requirement, so we will provide you 100% assistance in placement. To be rest assured we are collecting 25% of the payment only after absorption or placement.

**Q:** What kind of certificate you provide on completion of training?

**A:** We plan to absorb most of the candidates into our internal projects or with our clients, we would provide an experience certificate along with complete employment documents for the period you are associated *Scartnet* including the training period.

**Q:** What is new about *Scartnet*?

**A:** In 2015 *Scartnet* as decided to move the next level. We now have couple of more directors on board, we have started implementing CMM level III model, and improving standards in all the areas.

**Q:** Can you give us some referrals?

**A:** Certainly yes, we can share our past student/employee, but when you meet us in person and we know you are seriously considering joining the program.

---

**Q:** What kind of projects or clients do you have?

**A:** We will be not able to disclose our clients' name for technical reasons, but can give indications of projects. We have developed an application of medical records for which we are providing support in one of the Government hospitals. We have a complete Hospital Management Software in the final stage of deployment, Library Management with Content Management project is in system study and analysis stage.

**Q:** Are you a CMM level III Company?

**A:** No. ***We are not a CMM level III accredited company***, but have started adopting CMM level III model as our delivery standards.

**Q:** Why so many procedures, just for training?

**A:** These are exactly the missing pieces in an educational or training institute. This program is designed to groove a candidate to be an employee, not only to upgrade knowledge.

**Q:** What kind of salaries can we expect on absorption or placement?

**A:** This is a little complicated question to answer, as there are many components in computing salary. Few components to mention are like education, soft skills, analytical skills, attitude, performance in interview, experience and so on. Indicative salary may range from Rs.1,00,000/- to Rs.2,00,000/- per annum for Level-I programmers and Rs.1,80,000/- to Rs.3,00,000/- per annum for Level-II programmers. Again these are only indicative may be less or more and vary from organization to organization.

Do you have any questions or need more information, please do feel free to get in touch with us, it will be our please to assist you.

Call between 10.00am to 05.00am from Monday through Friday

---