



Effective Management Consultants

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Terms and Conditions (for the candidates):

Our (Effective Management Consultants, hereinafter referred to as 'EMC') recruitment services are totally FREE OF COST to the candidates. Also there is no any Hidden Cost attached to our services. However, the candidate must keep the 'EMC' updated promptly, each time, when he attend the interview, get an offer letter, join the organization or on any other activity related to this recruitment process. Immediately on accepting the offer / appointment letter or on any other communication related to this job opportunity, the candidate must inform his CTC / salary break-up to 'EMC', in writing, in hard copy or through an email, for our information and records; failing to do so, the candidate will be held solely responsible for paying to 'EMC', our professional fees at the rate of 8.33% of his (candidate's) annual CTC (Cost To Company) salary, payable immediately on demand by 'EMC', without any dispute or delay.

While we (or any of our representatives) don't charge or take money from any candidate, we further suggest not to pay any charge / money to any of our client company or its representative or anyone else in the process on any reason or account. Also please do not share your financial information like Credit / Debit card number, CVV, OTP etc to anyone. However, If done so, it would be sole responsibility of the candidate and 'EMC' shall not be held responsible under any circumstances for any kind of losses or inconvenience. 'EMC' don't demand for money by giving you the guarantee of interview call, interview success, job itself, emigration, visa etc.

Unless and until the candidate gets an official 'Job Offer Letter' from any of EMC's client company, on their printed letter head, duly dated, signed and stamped, candidate should not resign from his / her current company or even should not disclose the intention to resign to his / her current employer. In case if he / she does so, it will be solely at his / her responsibility and 'EMC' shall not be held responsible for any kind of consequences including job loss or any other loss of monetary or any other nature, under any circumstances. Even if the client company withdraws its job offer after issuing the job offer letter, the dispute shall be treated in between the client company and the concerned candidate, and EMC can't be held responsible for any such incidence under any circumstances, whatsoever.

'EMC' also do not give any guarantee of candidate's success in the job interview, specific salary package or employment benefits etc. These points / subjects get finalized during the discussion / negotiation / communication between the candidate and our client company. 'EMC' do not play any role in the finalization of employment terms and conditions / salary / benefits package etc and hence 'EMC' shall not, at all, be held responsible for failure in the interview or any kind of losses due to failed or wrong salary / benefits negotiations etc.

'EMC' arranges the job interviews in coordination with the candidate and client company. However, sometimes candidate fails to attend the interview or client company fails to conduct the interview for various reasons. In such an incidence, 'EMC' shall not be held responsible for any kind of time, money, resource or any other loss. Similarly, 'EMC' don't take any responsibility or give any guarantee of your (candidate's) travel expenses reimbursement by our client company for attending the job interview and the candidate is always expected to attend the job interview at his own cost and time. In short, under any circumstance, 'EMC' shall not be held responsible for non payment of travel expense reimbursement by our client company or any kind of loss arising out of the same reason.

Although 'EMC' try to introduce / refer the candidates to good companies, it is the SOLE responsibility of the candidate to get an offer / appointment letter, check and fully understand all the terms & conditions of the employment, salary package, benefits, employment bond, retention money, notice period, culture of the organization, safety, financial health of the organization, work environment, job security and satisfaction, progress opportunities etc. and only on getting fully satisfied, take the decision to join the new company.

Under no circumstances 'EMC' shall be held responsible for any kind of job loss, monetary loss, job dissatisfaction or any other loss or inconvenience caused to the candidate.

Once 'EMC's client company offers any job to the candidate (either verbal or written), it becomes a legal agreement / binding between the candidate and our client company; leaving 'EMC' out of the purview / consequences of the same. Under no circumstances, 'EMC' shall be held responsible for non performance of this agreement including candidate refusing to join the company or company refusing to give job to the candidate, as agreed.

'EMC' only process the resumes, which are given in MS Word format and with full postal address. Resumes in any other format and / or without complete postal address are ignored at the starting point of the screening process.

'EMC' is strictly NOT in the business of overseas recruitments. In case if we provide / publish any information about overseas job opportunity, it is purely information and we neither certify the authenticity of the information nor undertake any kind of responsibility. The user of the said information (or candidate) is expected to check the genuineness of the information and act upon it on his / her own risk and EMC can't be held responsible for any loss or damage of any kind in any situation.

EMC do not ask for any of your information like Credit / Debit Card Number, CVV Number, OTP, Bank information etc over phone call or through email. EMC also do not ask for monetary transactions, money-transfers or payment for Job Applications, conducting interviews, or any other such employment / recruitment related purpose.

Candidate should reply to this mail, ONLY after carefully reading and completely understanding these 'General Terms and Conditions'. In case, of any confusion or doubt about these 'General Terms and Conditions, candidate may seek clarification either by writing to resume@myhrconsultants.com or by calling us on +91-22-25731763 or +91-9969719363. On receiving candidate's reply to this mail, it will be assumed that, the candidate have read and understood all the 'General Terms and Conditions' completely and carefully and agreeing to those all without having any disagreement or dispute.

Dispute, if any shall be subject to Mumbai Jurisdiction Only.

'EMC' reserves all the rights to change, amend or delete all the above terms and conditions or any of those at any time without giving prior intimation or reason thereof to the candidates.

'EMC' always care for the career development of the candidates.

*Talent Acquisition Support Team
Effective Management Consultants*

Note: This is computer generated legal auto response and need no signature

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