



Effective Management Consultants

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Disclaimer for Talent Acquisition Services / Recruitment Services:

Our (Effective Management Consultants, hereinafter referred to as 'EMC') recruitment / placement services are totally chargeable to the corporate or employers (hereinafter called as 'employer') as stated on Page No two of [Manpower Request \(Order Form\)](#), Master Document No 002.01 (or its latest version). While ordering / offering an assignment to EMC, the employer must fill-up this form completely and forward it to EMC either in hard or soft copy (JPEG format). Formality of filling-up Manpower Request (Order Form) is required only once, before commencement of the assignment.

On receipt of the [Manpower Request \(Order Form\)](#), EMC shall source and refer the candidates as per Job Description received from the employer, to fill-up the vacant position. During this process, the employer should give immediate response / feed-back / communication at every stage of recruitment process to EMC. Immediately on offering the job to any candidate, employer should provide a copy of offer / appointment letter, indicating the salary / wages offered.

EMC don't undertake any responsible about the genuineness of the information provided by the candidate as well as other attributes like his technical skills, hard work, honesty, attitude, moral, behaviour, criminal background, involvement with political parties, union activities etc. However, EMC provide other services like 'Background Check', 'Psychometric Tests', 'Technical Interview Support' etc as add-on services at an extra cost to enable the employers take right decisions.

All the employers are advised to re-think before issuing job offer letter to any candidate. Withdrawing it subsequently may attract consequences like court case, government intervention, compensation, penalty, other costs etc. In such an incidence, the EMC shall not be held responsible or made a party to the dispute under any circumstances. Similarly, in case if the candidate accepts the job offer but rejects to join the employer or disappear at the time of joining, the EMC shall not be held responsible under any circumstances and shall not be charged for any kind of compensation, charges, penalty etc. EMC's responsibility is purely limited to give reference of the candidate.

After joining, if the candidate leaves the job on his own or the employer asks him to leave on account of his poor on-job performance or any other reason before completing his initial ninety days of service from the date of joining, EMC shall provides ONE TIME replacement of the candidate or concession of equal amount charged for this particular candidate in the next due bill due from the employer, whichever is earlier.

EMC shall keep all the information related to the business of the client in strict confidence, except for using it for the purpose of attracting and referring the candidates for recruitment purpose.

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

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

Talent Acquisition Support Team
Effective Management Consultants

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

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