

To,

SUB: Proposal for Contract Staffing, Recruitment & Other HR Services

DIPSONS BUSINESS OVERVIEW

We are a leading Outsourcing Consulting Company with **SAAS (SOFTWARE AS A SERVICE)** applications, the company majorly focus on projects development for business consulting, providing support and service for making the businesses easier, faster and precise.

We were inspired to start this company when we surveyed on which is the most critical part of the business which we must automate we came to conclusion that every business backbone is Human Resource, we understood that the best employees of the company are the base of the business and is directly influenced for stability and growth of the company. If you want to take your business to the next level then you should have a best team to work for you, to get this team ready we started our company with **RPA (RECRUITMENT PROCESS AUTOMATION)** this is our pilot project which has given us tremendous success and inspired us to think beyond recruitment Projects. After serving the companies with best Human Resources we look forward that every business growth is based on scalable HR Services, today we serve in the following HR Processes.

- Recruitment Consulting Services – Referring the best profiles as per your requirements.
- Portal Services – Unique and first of its kind PREPAID RECHARGE & Use as you go.
- Candidate Services – (TFH) Talent From Home, (TOM-TOM) Referral Program & Online Courses.
- Staffing Services – Projects across all sectors & any sized Companies with complete Compliances.
- Social Services – Free DIPSONS HRMS App in Google Play store to Search Jobs & Post Jobs for Free.

DIPSONS CONSULTANCY SERVICES PVT.LTD

.....behid every business



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OUR MILESTONE ACHIEVEMENTS

100000 + Candidates
2015 - 2018

- Staffing & Payroll Services for Domestic Private Sectors
- FREE DIPSONS HRMS APP Released in Google Play Store
- PREPAID RECHARGE & Use Portal Services
- Started A new module TFH (Talent From Home)

DIPSONS Consultancy
Services Pvt. Ltd
2011 - 2015

- Updated our ATS software with billing & CRM Integration
- Incorporated in to a Private Limited Company
- Signed a SLA with KSFIC (State Government)
- Constructed own office building

BEST BUSINESS PLAN
AWARD: 2009

- Won a Best Business Plan Award 2009 awarded by **Technoserve USA**
- Started Corporate Training & Development services
- Signed SLA with NABROS USA based company for Payroll processing
- Started a New Project **Udyoga Sarala** for Rural Employment






WIPRO Campus Hiring
From 2007 - 2010

- First Company to bring the Wipro BPO hiring to Dharwad & Hubli Karnataka in 2007
- Created our own software for Recruitment Automation in 2009
- The objective of the company was changed from recruitment consultant to business Automation
- Conducted 8 job fairs in the year 2007 - 2008

GLOBAL HR Consultants
ESTD: 2005

- Started our company with zero investment
- Directors personally handled all the departments like sales, recruitment etc
- Company was registered as Proprietorship under Shops & Establishment Act
- The main objective of the company was to source not only active even the passive candidates to companies & help identify and apply to hidden jobs of the companies which wont advertise in media

DEDICATED SERVICES WE OFFER

	<p>1. RECRUITMENT PROCESS AUTOMATION</p> <p>Now you can automate your recruitment process by DIPSONS. We are a technology leader in recruitment software and have helped several leading organizations seamlessly manage quality manpower recruitment. Our continued commitment to deploying cutting edge technology is helping clients manage recruitments with higher predictability, and with more efficiency. Now connect to thousands of consultancy firms & expert recruiters through one SLA. No need for many agreements, tie-ups or making Recruitment Partners everything through single window operations with one SLA with us.</p>	<p>Page 5</p>
	<p>2. STAFFING SERVICES (CONTRACT OUTSOURCING)</p> <p>We are a Private Limited company incorporated with complete compliances of State & Central laws for contract employees outsourcing. We have learnt the best techniques from our 13 years of experience in contract staffing. Dipsons Time Track our own customized software which helps the clients to monitor attendance, pay registers, leaves etc. on desktop or through DIPSONS HRMS APP available in google play store.</p>	<p>Page 6</p>
	<p>3. PREPAID PORTAL SERVICES</p> <p>First of its kind where you can start your hiring process just based on a PREPAID RECHARGE, we have our own dedicated servers which help you to create your profile, choose a recharge plan, pay online and search unlimited profiles no cost for viewing the profiles, pay it only to the resumes which suit for your requirements only.</p>	<p>Page 7</p>
	<p>4. TRAINING & DEVELOPMENT (ONLINE COURSES)</p> <p>When it comes to training & development, we are one of the leading consultants to offer unique online certified courses through the candidate login portal. Interested candidates can take up the courses online and get certified from us. For corporates when they need to hire with specific talents we design the customized courses accordingly upon approval from the client we offer them to their employees or interested candidates. Based on the online tests the scores are offered by our software & on successful we certify them which helps our clients to hire the tested candidates.</p>	<p>Page 8</p>
	<p>5. ALLIED SERVICES WE OFFER</p> <ul style="list-style-type: none"> • TALENT FROM HOME (TFH) – For house wives, students, part-time workers • FREE DIPSONS HRMS APP – For employers & Jobseekers to post free jobs • TOM TOM REFFERAL OFFER – We pay Rs.2 for each job seeker referred to us • ONLINE CERTIFIED COURSES – For all interested candidates 	<p>Page 9</p>

We take care of all your Human Resource while you concentrate on growing your business. To arrive at the success point we must start from here today, we extend our support to you to enjoy the top-class service along with having fun while working with us.

- Raghavendra Dipali

CORPORATE OVERVIEW:

DIPSONS is a technology leader in Human Resources software and has helped several leading organizations seamlessly manage quality manpower recruitment, staffing, payroll, etc. Our continued commitment to deploying cutting edge technology is helping clients manage their requirements with higher predictability, and with more efficiency.

DIPSONS brings in strong & un-matched recruitment domain expertise, achieved by working with thousands of recruiters. Through our technology, we add significant value to organizations to acquire the best manpower, which will define their future success.

We have understood each consultancy has its own strengths, so we have bought thousands of consultancies on our ATS who work on your requirements. Now no need to have many tie-ups, agreements, Recruitment Partners or Vendors you get connected to all of them through **ONE SLA** with **DIPSONS**. Study reveals that it's not the consultancy firm but the skills of the best recruiter which help in closing critical positions, so we have gone a step ahead boarding many recruiters across India on our ATS to show case their skills in closing the positions effectively. They are called TFH (Talent From Home). ***It's as simple that client signs one SLA and reaches thousands of consultants and consultant signs one SLA and reaches thousands of recruitment orders through our recruitment automation.***

Having loaded with resources you can outsource many HR activities like Contract Staffing, Recruitment, Training & Development, Assessments, Campus Drive, etc. to the experts through our software. **OUR MOTTO** is just not to build effective software; we have enhanced it with integrating domain experts for effective operations.

How we do it?

It's simple we understand you, your industry, your company & your requirement before starting anything. A thorough study and analysis would save our time and help in offering a quality service. Then the assignment goes live to the ATS experts onboard to work, based on our process design. This not only makes the experts easier to understand it helps to shoot the targeted experts on the ATS.

We keep closely studying and enhancing the software for optimal performance to make it more effective for the business process, we always keep under observation of how the users use our software & we make it more users friendly and optimized. We are using the SAAS (Software As A Service) module for the development of the human network and attract the job seekers with a personalized recruiter to cater to their needs.

We work with the clients closely to keep them updated on the progress while our team works with the group of domain experts on our software platform. We work rigorously to meet the clients demand while making an opportunity for the recruiters and consultancies working on board. With the huge database of the experts on our system it makes more convenient and lesser TAT for closing the positions.

ACHIVEMENTS

BEST BUSINESS PLAN AWARD 2009 – Prize money \$10,000

1. RECRUITMENT PROCESS AUTOMATION

This is one of the core integrated service provided by us. We are a leading company providing technology platform for recruitment integrated with domain experts to make the entire recruitment cycle organized and automated. We see the automation made simple to understand and effective for operations. We provide you services for all types & levels of hiring from work-based recruitment to permanent hire.

If you are having some requirements to be closed and looking to reach the best offers, then choose our services below which is suitable to your needs.

Sl.No	What is your need?	What's our Recruitment Solution?
1	I have an urgent requirement to be closed within a specified TAT	Sign an SLA with us & let our recruiter force close your positions 4X faster
2	I have a lower or mid-level position to be closed within considerable timing	Use our Prepaid services & Recharge with PRO plan, our recruiters help in line-up of the candidates
3	I will be having continuous requirements for different positions	Use our Prepaid services & Recharge with NORMAL long validity plan, you can hire unlimited candidates till your validity.
4	I have the requirements, but I can't pay any charges	Download our DIPSONS HRMS APP from google play store & post requirements for free. You get the calls from interested candidates. We offer this for free to the job seekers.
5	I will be traveling I can't receive the calls or I want to see the resumes before talking to them	Use our Prepaid services & Recharge with JOB POSTING plan as low as Rs.100, you can post unlimited jobs & receive email alerts for every applicant

HIGHLIGHTS OF OUR RECRUITMENT SERVICES

1. Cost effective and real time updates on the candidates unlike in traditional recruitment consulting services only mail exchanges are done and no statistics available.
2. No wasting time waiting for the consultancies to send you the resumes. We provide cloud ATS software.
3. Companies get access to PAN INDIA resumes database on the go through the app itself, find your suitable resumes whenever you are free & label them to identify on a single click.
4. Multiple login from different devices to keep your searches synced, pay as low as Rs.3 to Rs.10 Max only after you decide the suitability of the profile to your requirements.
5. Our AI Based software makes your searches easier than any other ATS software.
6. From consultants, job fairs, campuses, candidate's referral, home based workers etc. the new profiles are pulled every day & offered you for reviewing.
7. Offer the courses to the job seekers based on your customized skills requirement, offer them a test, evaluate their scores, all this done before hiring.

We have the best proven method for all types of hiring where you get multiple services like portal access, consulting, job posting, ATS cloud software, Recruiters Hub, Online testing, dedicated app, everything in one SLA

STAFFING SERVICES (CONTRACT OUTSOURCING)

Dipsons Staffing Services is a client-friendly company that enables clients to focus on their core-business. By providing high-tech HR solutions for small, mid-size and large companies, we aim to increase our clients' dynamism, flexibility, and efficiency.

We are the first company in Hubli - Dharwad to focus on dedicated customized online contractor's software. Since 2005, we are one of the leading companies that have successfully applied operational outsourcing: a new process recently used within Human Resources.

Here, we use our technological facilities to provide high quality services, no matter where the client is located. Furthermore, Dipsons is the preferred outsourcing partner of many well-known companies which are supported by its vast knowledge and experience on the labor and state laws.

Our web based payroll software is equipped with ESS (Employee Self Service) which helps your employees to get the required documents and reduce the HR activities by 15%. Now employees can login and view all their details on the go through any smart phone.

Quick Reference on Registrations Obtained

SI.NO	Certifying Authority	Document Name	Certificate Number
1	Central Government of India	Company Identification Number (CIN)	U74999KA2011PTC060744
2	Income Tax Department	Permanent Account Number (PAN)	AADC9984G
3	State Government of Karnataka	Udyog Aadhar Certificate (MSME)	KR13D0005124
4	State Government of Karnataka	Tax Account Deduction Number (TAN)	BLRDO8OT8A
5	State Government of Karnataka	Shops & Establishment Certificate (Labor License)	DW2/5/CE/0005/2015
6	Central Government of India	Employee Provident Fund (EPF)	GBHBL1772170000
7	State Government of Karnataka	Employee State Insurance (ESI)	58005112420001099
8	State Government of Karnataka	Professional Tax Certificate (PT)	169802747

Highlights:

- Convenient Contract Employees Services
- Flexible Pay Cycle options
- Online Paystub access
- Local & State Tax payments
- Contractor payments
- Custom Reports designed around your needs
- Dedicated PAYROLL Executive
- Great Customer Service
- Dipsons will save your business Time & Money

Don't hesitate! Have your own simple or comprehensive payroll and back-office solution designed for your company today!

2. PREPAID PORTAL SERVICES

OVERVIEW

This is a very new innovative technology (Artificial Intelligence - AI) used for recruitment process where unlike job portals or resume data banks which charge you 1000's of rupees for those millions of resumes which you never view, here's a tool which reduces your cost of hiring to peanuts. You can start using this application either on desktop or mobile by Downloading "DIPSONS HRMS" App from Google Play Store & signup your company details to get the login credentials. Whenever you have the requirements you can just recharge by just logging in to your account & start recruiting at no extra costs. Most importantly you are paying only to those profiles which are suitable to your requirements & only after when you decide them to contact.

Not only its cost is less even the time required to hire the relevant talents is very less compared to traditional methods of hiring by internal HR team or outsourced consultants. The applicants in our database are procured by different methods and are met face to face through job fairs, campus drives, home recruiters, campaigns etc. So, you can be assured even those passive candidates are updated in our portal which are not easily available in other portal services.

HOW IT WORKS

STEP – 1

HOW TO CREATE AN ACCOUNT?

If you are new to Dipsons or if you haven't created your account then click on "[EMPLOYER SIGNUP](#)" to create your account or if you are using the mobile app then click on "[New account? Signup here](#)". Complete the form details and click on Submit to create your account. You will receive an email with login credentials, in case you have trouble in registering you can contact us on 9060708055 or email to info@dipsons.com

STEP – 2

HOW TO LOGIN IN & RECHARGE?

After you have the login credentials ready you can click on "[CLINET LOGIN](#)" on available on dipsons.com or if you are using the mobile app click on PREPAID RECHARGE Option. Enter your credentials & login in to your account on the dashboard you could see the Recharge Now option under prepaid red box.

STEP – 3

HOW TO ADD BALANCE TO YOUR WALLET?

Once you have clicked on recharge option you will be able to browse the plans select an option that suits your requirements & click on "pay now" to make the online payment or you can use the 12 digit code printed in case you have purchased a physical recharge voucher. On successful online payment or recharge the balance & validity gets added to your wallet. Use this to view the contacts of the desired profiles.

STEP - 4

HOW TO SEARCH RESUMES?

Click on "Search Candidates" from the left navigation menu & you could see all the profiles then click on advance search you will be able to see all the advance features, select the desired options like location, experience, etc & instead of using the keywords you can add those words in [Deep Resume Search](#) to get the best results. You can also use keywords tagged to the profiles to search the relevant profiles. To view the profiles, click on "eye Icon" next to each profiles no charges will be deducted for viewing the profile in case you decide to view the contact details then click on view full profile the amount that are mentioned next to the profiles will get deducted from your balance.

Note: When you recharge before the expiry date the balance & validity gets added just like your prepaid phones

3. TRAINING & DEVELOPMENT (ONLINE COURSES)

MOST LEADERSHIP WORKSHOPS AND “HOW TO LEAD” BOOKS WILL ONLY TURN YOU IN TO FOLLOWERS



Following a leadership model that has worked well for someone else needn't work for you. For over 12 years now, DIPSONS training division has been collaborating with eminent corporate houses. Together, we have managed to create online courses that is conducive to transform your job applicants into effective skilled resources and more importantly, you get the trained & evaluated candidates free. Give us a call and we will be glad to tell you more about our online certified courses & Engagements – a unique and customised mechanism of creating job applicants who walk the talk.

Industrial relations must go beyond over emphasizing only on machines, technology and bottom line to enhance productivity, by sustaining the dignity of labour through forging sustainable trust. This will come by investing in employee welfare and competency building through a training module.

Have you team learn the nuances at our innovative online programs! Skills learning through our self development, team building and leadership workshops!

Training for Development is all you need to know

LEADERSHIP . DEVELOPMENT . ENGAGEMENTS

4. ALLIED SERVICES WE OFFER

DIPSONS ALSO OFFERS THESE SERVICES BELOW

- TALENT FROM HOME (TFH) – For house wives, students, part-time workers
- FREE DIPSONS HRMS APP – For employers & Jobseekers to post free jobs
- TOM TOM REFFERAL OFFER – We pay Rs.2 for each job seeker referred to us
- ONLINE CERTIFIED COURSES – For all interested candidates
- CUSTOMIZED SOFTWARE DEVELOPMENT – Offered through DIPSONS TECH CORP
- WEBSITE DEVELOPMENT – Offered through DIPSONS TECH CORP