We want thinkers.

The “why not” people. The ones who never met a problem they couldn’t solve. YOU want an opportunity. GEOGRAPHIC DIVERSITY? We’ve got 24 offices from Boston to Bangalore. GROWTH? The phrase “leaps and bounds” captures it nicely. We’re ridiculously excited about OUR future, and this is a chance to make it part of YOURS.
Agenda

- Welcome
- What we have for you
  - Role
  - Training
  - Compensation
  - Hiring Process

- Introduction to Sapient
  - Sapient in India – An overview
  - Our Clients
  - Who We Are
  - What We Do
What we have for you....
Your role on our Sapient teams as **Trainee Technology**

- **Work in teams to develop, maintain and enhance mission critical applications for Global 2000 companies**

- **Participate in all phases of a software development lifecycle - design, implementation, QA, testing.** The Sapient team has developed deep knowledge of the capital markets as well as client-specific systems and business processes. The team is constantly generating new ideas around how we can extract more value from our technology assets, improve the quality of our delivery, and, above all, enhance the returns to our investors.

- **As this being a project specific requirement, you will work with a leading client and will be required to work on C++**

- **Interact directly with clients to understand and analyze requirements for new functionality and existing issues**

  *We work hard to make Sapient a great place to work. Our leadership is committed to creating a company where people can build exceptional careers.*
What we offer you

- Opportunity to shape a growing organization and help it grow aggressively.
- A team of people who share the same purpose, vision and values.
- Ownership and ability to make an impact.
- Responsibility for managing complex mission critical applications that drive businesses for Global 2000 companies.
- Exposure to clients across North America and Europe including extended interactions while working onsite.
- Opportunities to train in leading edge technologies across the enterprise – *In our current project you will focus on C++*.
- Strong culture with an emphasis on core values.
- Flexible career path with opportunities to grow either in the business, design, technology and program management areas.
- A career based on figuring out how to solve mission-critical, complex, and important, problems using advanced technologies.
- The opportunity to enable human potential.
## Training

<table>
<thead>
<tr>
<th>Week 1</th>
<th>Week 2</th>
<th>Week 3-5</th>
<th>Week 6-16</th>
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<tbody>
<tr>
<td><strong>Sapient Start</strong> Integration into Sapient</td>
<td><strong>Soft skills Trainings</strong> Facilitation, Time Management etc.</td>
<td><strong>Tech 103</strong> Introduction to Technologies used in Sapient</td>
<td><strong>Powerful Start for Trainees</strong> Simulated Project Experience</td>
</tr>
<tr>
<td><strong>Sapient Advantage Program</strong> Understanding Sapient</td>
<td>Approach</td>
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Compensation
Package Offered for students joining us Trainees in September 2009 (B.Tech. grads)

Cost-To-Company: Rs. 2,59,000 per annum

- Medical Insurance
  - reimbursement up to Rs. 3,00,000
  - covers spouse/children

- Life Insurance
- Transport Facility Available
## Compensation – Trainee Technology

### Salary Model - (Track A)

<table>
<thead>
<tr>
<th>Total CTC</th>
<th>259,406</th>
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| Sapient PF & Gratuity Contribution | 14,406 |

#### ANNUAL

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<th>Description</th>
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<td>BASE SALARY</td>
<td>245,000</td>
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<tr>
<td>BASIC</td>
<td>85,750</td>
</tr>
<tr>
<td>HRA</td>
<td>51,450</td>
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<tr>
<td>CONVEYANCE</td>
<td>9,600</td>
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<tr>
<td>MEDICAL</td>
<td>15,000</td>
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<tr>
<td>SPECIAL ALLOWANCE</td>
<td>81,436</td>
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<tr>
<td>GROUP LIC</td>
<td>1,764</td>
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<tr>
<td><strong>TOTAL (Rounded off)</strong></td>
<td>245,000</td>
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#### MONTHLY

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<tr>
<td>BASIC</td>
<td>7,146</td>
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<tr>
<td>HRA</td>
<td>4,288</td>
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<td>CONVEYANCE</td>
<td>800</td>
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<tr>
<td>MEDICAL</td>
<td>1,250</td>
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<tr>
<td>SPECIAL ALLOWANCE</td>
<td>6,786</td>
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<td><strong>TOTAL (Rounded off)</strong></td>
<td>20,270</td>
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</table>

| PF Deduction | 857.50 |

Take home salary will be net of PF & Income Tax deductions depending on your savings under various schemes and the house rent paid by you.

LTA | 1 month of basic
Hiring Process

- **Pre-screen test** (Duration: 1 hour)
  - This consists of 2 problems which can be solved using C or C++ or JAVA. Our focus will be on your problem comprehension and problem solving ability and also your coding skills.

- **Shortlisted students go through Interview** (Duration: 1 hour)
  - Technical Review - an interactive discussion based on the Technical Exercise. *This discussion presents an opportunity for you to display the thought process involved in solving a business problem using technology, and to learn about the kind of work that Sapient undertakes everyday.*

  Business Interview
  - This will assess consulting skills such as leadership, task management, and communication skills. This interview will also be used to gauge an applicant's alignment with Sapient's Core Values.

- **Group Recruiter Close for all Selected Candidates**
Sapient in India – An Overview
Sapient in India Today

- Operations in Delhi and Bangalore (over 250,000 sq ft of office space)
- Organically grown to more than 4000 people - 60% of all work delivered out of India
- Our delivery people are aligned with global Sapient practices
  - **Technology**
  - **Program Management**
  - **Creative Design**
- Infrastructure to enforce stringent security standards of our clients
- Committed to quality
  - **Financial services-specific training**
  - **Technology-specific training**
- Leading employer in India
  - “The Ten Best Companies to Work for in India”
    - *Business Today and Mercer Consulting*
  - “Top 25 Great Places to Work, India”
    - *Businessworld and Great Place to Work ® Institute*
- Creative Design Studio
  - **Providing design and marketing services**
Sapient in India | Our people focus

- We are now over 4000 people in the India geography
  - Over 40% of our people growth has been through our referral scheme
  - Optimized our core people processes

- People we look for
  - Passionate about making a difference to the business
  - Have a sense of urgency to create change
  - Team orientation
  - Strong on aptitude and hands-on domain experience
  - Consulting skills – communication, presentation, facilitation
  - Cultural fit – do I want the person on my team?
Keeping Sapient People Connected and Aligned

Focus on retention

- Focused on understanding “why people stay”
- Creating an environment to “grow” and “stretch” people/Grow from within
- Re-enforce Performance and Strategic Context through the Performance And People Growth Program
- Performance improvement planning, growth planning and focus on feedback
- Providing flexible working arrangements and supporting individual choices
- Involvement of extended family and recognitions
- Feedback through Morale Survey, Team meetings and Open houses
And our people are driven to make a difference

- Our unique mix of industry experts, designers and technologists work together to ensure success for our clients.
- Our clients can expect teams that are knowledgeable and passionate about their business.
Our clients are driven to make a difference

- Focused on making an impact
- Passionate about their work; expect the same from others
- Constantly seeking creative ways to get better results
- Sense of urgency to get to the right results — both short and long term
- Inspire and expect people to deliver on commitments

Every Sapient client is a reference
Our Clients are Industry Leaders

<table>
<thead>
<tr>
<th>Automotive</th>
<th>Government</th>
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<tbody>
<tr>
<td>GM, Nissan, Ferrari, Audi, Mitsubishi.com</td>
<td>US Army, Marines, DOD, UK Online.gov.uk</td>
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<tr>
<th>Communications</th>
<th>Healthcare</th>
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<tbody>
<tr>
<td>Verizon, cingular, Orange, Sprint, T-Online, Colt</td>
<td>Novartis, BT, University of Chicago Hospitals, American Cancer Society</td>
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<table>
<thead>
<tr>
<th>Education</th>
<th>Retail and Consumer Products</th>
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<td>Harvard, The Open University, MIT</td>
<td>Staples, Royal Mail, Rock-Tenn Company, Biolab, UPS</td>
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<tr>
<th>Energy Services</th>
<th>Technology</th>
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<tbody>
<tr>
<td>Rohm &amp; Haas, Cenergy, BP, Enbridge, essent, AGL Resources</td>
<td>Sony, Motorola, Cisco Systems</td>
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<tr>
<th>Financial Services</th>
<th>Travel and Hospitality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Suisse, National City, Scotiabank, RBC Capital Markets</td>
<td>opodo, Harrah's, JetBlue Airways, Avis Europe</td>
</tr>
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Making an impact: Essent

Helping an energy provider lead the European market

AND

Delivering data management systems that improve real-time decision-making

We did both.

Within 24 hours of launching the Gas Optimization application, Essent realized over $4 million in savings — more than enough to pay for the solution itself.
Making an impact: MIT

Bringing world-class education to anyone, anywhere

AND

 Delivering one of the largest content management systems ever deployed

We did both.

“OpenCourseWare expresses in an immediate and far-reaching way MIT's goal of advancing education around the world.”

— Susan Hockfield, President
Massachusetts Institute of Technology
The Sapient story

In 1990, we founded Sapient on a single promise:

“To do whatever it takes to deliver the right business results, on time and on budget”

To deliver on this promise: We leverage a unique approach, breakthrough thinking, and disciplined execution.

The results: We have helped our clients achieve success at a rate nearly three times the industry average.

Innovating around the globe: We help clients succeed with locations in the U.S., Canada, Europe, and India.
Sapient’s Value Proposition

- We deliver a complete experience
  - Business consulting
  - Technology
  - Process and Operations
  - Software product solutions
  - Interactive/Marketing

- We are committed to developing deep business expertise
  - Only through understanding your business can we work as partners to drive the right results for your business

- Value creation is part of our DNA
  - We have a unique way of approaching value creation, delivery management and client service – The Sapient Way – that has been forged through thousand of engagements.

- We have an unmatched legacy of success
  - Extraordinary client satisfaction scores
  - A delivery record three times higher than the industry average

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**Industry-wide**
- On time, on budget: 35%
- Challenged: 46%
- Cancelled: 19%

**Sapient**
- On time, on budget: 89%
- Challenged: 11%

**Based on over 720 engagements completed from 2005-2006
Sapient|Approach

- Sapient|Approach (S|A) defines the **delivery model** used to create success for our clients over the last 15 years
  - Methodology
  - Team structure and organization
  - Distributed delivery - work anywhere, anytime
  - Standardized tools and techniques

- **Based on Agile principles**
  - Iterative
  - Evolutionary design instead of “big upfront design”
  - Embraces the reality that requirements change over time
  - Working software (or completed deliverables) is the primary measure of progress
  - Self organizing teams
  - Focus on process automation
  - Client collaboration, visibility and control
What we do

We help our clients innovate their businesses to achieve extraordinary results from their customer relationships, business operations, and technology.

› Business & IT strategy
› Marketing services
› Business applications
› Business intelligence
› Outsourcing services
Michelangelo was once quoted as saying “ANCORA IMPARO,” meaning I’M STILL LEARNING.

And while you might not be surprised that an icon of the Renaissance would say such a thing, you might like to know that he was 87 when he said it. Sapient invests a great deal of time and money in learning and development because, like Michelangelo, we believe that learning isn’t something that’s ever completed – only enhanced.
Please visit – www.sapient.co.in

Campus Contact: Naina Roy Choudhury
nchoudhury@sapient.com