Indian Institute of Management Ahmedabad



PGP-FABM Placement Report

Finals 2018



BWR/IIMA/HO/RR/0010/2018-19 29 Aug 2018

The Chairperson Placement Office Indian Institute of Management Vastrapur, Ahmedabad - 380015 Guiarat

Dear Sir,

Re: Audit of Placement Report for 2018 placements of Post Graduate Programme in Food and Agribusiness Management (PGP - FABM) Programme

We have audited the Placement Report prepared by you on the final placement (based on offers received and accepted on campus) of students in 2018 of the Post Graduate Programme in Food and Agribusiness Management (PGP-FABM) of the Indian Institute of Management Ahmedabad (IIM-A). The Placement Report is the responsibility of IIM-A. Our responsibility is to validate the information provided in the report with the relevant documentation and comment on the Placement Report's conformance with the Indian Placement Reporting Standards (IPRS) Revision 2.2.

In this context, we confirm the following:

- 1. For the purpose of the audit, we have obtained all the information and explanations, which to the best of our knowledge and belief, were necessary. In our opinion, the Placement Report complies with the Indian Placement Reporting Standards Revision 2.2.
- 2. The validation of information presented in the report is based on communication received by IIM-A from recruiting companies. Brickwork Ratings (BWR) has not independently sourced any information or documentation.
- 3. We have verified the information with respect to job location, function and remuneration presented in the report with communication received from recruiters. The information has been categorised as best as possible under different salary heads as given in the IPRS Revision 2.2; where a break-up was not available, the salary has been considered only as 'Maximum Earning Potential'.
- 4. Stock Options have been mentioned for two students without details on how much vests in the first year. The amount relating to stock options has not been considered for calculation of 'Maximum Earning Potential'.
- 5. The acceptance of offers and number of students opting out of the placement process has been established through written communication from those students.
- 6. We have only audited the salary figures in the placement report and not the report's overview section, which explains the placement process.

Thank you

Regards,

General Manager

Brickwork Ratings Tel: 080-4040 9999 ext: 349 Brickwork Ratings India Pvt. Ltd.

rajee.r@brickworkratings.com

Contents

| Cont | tents | ii |
|--------|---|-------|
| List o | of Tables | |
| Ove | erview | 1 |
| 1. Cl | Classification of Students | 3 |
| 1.1. | Classification of Entire Placement Pool | 3 |
| 2. | Sector Wise Classification | 3 |
| 3. | Function wise Classification | 4 |
| 4, | Location wise Classification | 4 |
| 4.1. | Classification of Domestic Locations | 4 |
| 4.2. | Classification of International Locations | 4 |
| 5. | Salary Heads | 5 |
| 5.1. | Salary Heads-Domestic (INR) | 5 |
| 5.2. | Salary Heads-International (USD) | 5 |
| Des | scription of Salary Heads | 5 |
| 5.3. | Salary statistics at Purchasing Power Parity (PPP) | 6 |
| 5.4. | Sector wise Classification of Salary- Domestic (INR) | 6 |
| | 5.4.1. Fixed Yearly Cash Component | |
| | 5.4.2. One-time Cash Payment | |
| | 5.4.3. Total Guaranteed Cash Component | |
| 5.5. | 5.4.4. Maximum Earning Potential | 7 |
| D.D. | Sector wise Classification of Salary- International (USD) 5.5.1. Fixed Yearly Cash Component-International | 0 |
| | 5.5.2. One-time Cash Component-International | |
| | 5.5.3. Total guaranteed Cash Component-International | |
| | 5.5.4. Maximum Earning Potential-International | |
| 5.6. | Function wise Classification of Salary- Domestic (INR) | |
| | 5.6.1. Fixed Yearly Cash Component - Domestic | |
| | 5.6.2. One-time Cash Payment- Domestic | |
| | 5.6.3. Total Guaranteed Cash Component - Domestic | |
| | | ۵ |
| | · · | |
| 5.7. | 5.6.4. Maximum Earning Potential - Domestic | 9 |
| 5.7. | 5.6.4. Maximum Earning Potential - Domestic | 9 |
| 5.7. | 5.6.4. Maximum Earning Potential - Domestic | |
| 5.7. | 5.6.4. Maximum Earning Potential - Domestic | |
| 5.7. | 5.6.4. Maximum Earning Potential - Domestic | 91010 |

| | 5.8.1. Fixed Yearly Cash Component | 10 |
|------|---|----|
| | 5.8.2. One-time Cash Payment | 11 |
| | 5.8.3. Total Guaranteed Cash Component | |
| | 5.8.4. Maximum Earning Potential | |
| 5.9. | Location wise Classification of Salary-International (in USD) | |
| | 5.9.1. Fixed Yearly Cash Component-International | 12 |
| | 5.9.2. One-time Cash Component-International | |
| | 5.9.3. Total guaranteed Cash Component-International | |
| | 5.9.4. Maximum Earning Potential-International | |
| 6. | Other Details | 13 |
| 6.1. | Details regarding Pre-placement Offers (PPO) | 13 |
| 7. | Compliance Statement | 13 |

List of Tables

| Table 1.1: Classification of the entire placement pool |
|--|
| Table 2.1: Classification of offers based on sector3 |
| Table 3.1: Classification of offers based on function4 |
| Table 4.1: Classification of offers based on domestic locations4 |
| Table 4.2: Classification of offers based on international locations4 |
| Table 5.1: Classification of salary heads- Domestic5 |
| Table 5.2: Classification of salary heads-international (USD)5 |
| Table 5.3: Salary Statistics at PPP adjusted exchange rates6 |
| Table 5.4.1.: Sector wise Classification of Fixed Yearly Cash Component- Domestic6 |
| Table 5.4.2.: Sector wise Classification of One Time Cash Payment- Domestic7 |
| Table 5.4.3.: Sector wise Classification of Total Guaranteed Cash Component – Domestic 7 |
| Table 5.4.4.: Sector wise Classification of Maximum Earning Potential- Domestic7 |
| Table 5.5.1: Sector wise classification of fixed yearly cash component |
| Table 5.5.2: Sector wise classification of one-time cash component8 |
| Table 5.5.3: Sector wise classification of total guaranteed cash component8 |
| Table 5.5.4: Sector wise classification of Maximum Earning Potential8 |
| Table 5.6.1.: Function wise Classification of Fixed Yearly Cash Component- Domestic8 |
| Table 5.6.2.: Function wise Classification of One Time Cash Payment- Domestic9 |
| Table 5.6.3.: Function wise Classification of Total Guaranteed Cash Component – Domestic 9 |
| Table 5.6.4.: Function wise Classification of Maximum Earning Potential Domestic9 |
| Table 5.7.1: Function wise classification of fixed yearly cash component10 |
| Table 5.7.2: Function wise classification of one-time cash component |
| Table 5.7.3: Function wise classification of total guaranteed cash component |

| Table 5.7.4: Function wise classification of Maximum Earning Potential 10 |
|--|
| Table 5.8.1.: Location wise Classification of Fixed Yearly Cash Component- Domestic 10 |
| Table 5.8.2.: Location wise Classification of One Time Cash Payment- Domestic |
| Table 5.8.3.: Location wise Classification of Total Guaranteed Cash Component – Domestic11 |
| Table 5.8.4.: Location wise Classification of Maximum Earning Potential – Domestic 12 |
| Table 5.9.1: Location wise classification of fixed yearly cash component |
| Table 5.9.2: Location wise classification of one-time cash component |
| Table 5.9.3: Location wise classification of total guaranteed cash component |
| Table 5.9.4: Location wise classification of Maximum Earning Potential12 |
| Table 6.1.: Details regarding Pre-Placement Offers (PPO) |
| Table 7.1: List of deviations from standards with reasons |

Overview

The final placement process for the Batch of 2016-18 of the Post Graduate Programme in Food and Agribusiness Management (PGP-FABM) at IIM Ahmedabad was successfully completed on 13th February 2018. 45 students out of 47 from the batch of 2016-18 opted for placements through the Institute and were placed across diverse sectors and functions, further corroborating the quality of students and the pertinence of this specialized Programme to the Food and Agribusiness sector.

Placement Process

The Placement Process was conducted in two stages. The first was the Laterals process where firms interviewed students with prior work experience and offered them mid-level managerial positions. The second stage was the Final Placement process where firms were grouped into cohorts based on the profile offered and groups of cohorts were invited to campus across different clusters.

Top Recruiters

A total of 24 firms participated in the process including regular recruiters like GAVL (Godrej Agrovet), ADM, Vink, Pioneering Ventures, Amul, Mahyco and Pl Industries. The placement process also attracted new recruiters such as Jain Irrigation, KPMG, Grofers, ITC (Agribusiness division), Walmart, Kamatan Farm Tech and Basix. These recruiters came from diverse sectors such as FMCG, Agri Inputs and Services, Food Processing, Food and Agri Consulting, e-Commerce, BFSI and Social Development. GAVL was the largest recruiter having selected 8 students. PI Industries, Pioneering Ventures, Grofers and Srinivasa Farms were next, recruiting 5, 3, 3, 3 students respectively.

The process, with the introduction of the concept of "Dream Application", helped students choose sectors and roles that best fit their career aspirations. The various functions offered to the students included Consulting, General Management, Marketing/Sales, Business Development, Supply Chain Management and Strategy.

Social Sector

1 student from the batch opted for job opportunity in the social sector with a Non-profit organization. This shows the inclination of students to work in the social and development sector.

The IPRS Initiative

The Indian Placement Reporting Standards (IPRS) is an initiative that aims to provide transparency and authenticity in placement reporting across B-schools, through the means of audited placement reports. Please visit the IPRS website to know more.

IIM Ahmedabad would like to thank all its recruiters for their participation in the year's placement process and their co-operation with the IPRS initiative.

1. Classification of Students

1.1. Classification of Entire Placement Pool

| Categories | Number |
|---|--------|
| 1. Total students eligible for placements | 47 |
| 1a. Number of students Graduating in 2018 | 47 |
| 1b. Number of students returning from Placement Holiday | 0 |
| 1c. Previous year students | 0 |
| 2. Number of students who sought Placement through the institute | 45 |
| 2a. Number of Students Graduating in 2018 | 45 |
| 2b. Number of students returning from Placement Holiday | 0 |
| 2c. Previous year students | 0 |
| 3. Number of students who did not seek placement through the Institute | 2 |
| 3a. Company sponsored or already employed | - 0 |
| 3b. Continuing education | 0 |
| 3c. Postponing job search | 0 |
| 3d. Entrepreneurship (Starting a new business) | 0 |
| 3e. Returning to/joining family business | 0 |
| 3f. Seeking placement outside the campus placement process | 2 |
| 4. Number of students placed who sought Placement through the institute | 45 |
| 5. Number of students unplaced, if any | 0 |

Table 1.1: Classification of the entire placement pool

2. Sector Wise Classification

| Company of the complement | No. of offers | | | | | |
|---------------------------|---------------|---------------|-------|--|--|--|
| Sector of the employer | Domestic | International | Total | | | |
| Agri Inputs | 20 | | 20 | | | |
| BFSI | 4 | | 4 | | | |
| Conglomerates | 3 | | 3 | | | |
| Consulting | 2 | | 2 | | | |
| FMCG | 4 | 1 | 5 | | | |
| Food Processing | 1 | 2 | 3 | | | |
| Logistics | 2 | | 2 | | | |
| Online Services | 3 | | 3 | | | |
| Retail | 2 | | 2 | | | |
| Others* | 1 | | 1 | | | |
| Grand total | 42 | 3 | 45 | | | |

Table 2.1: Classification of offers based on sector

स्रोमनाथ भट्टाचार्य/SOMNATH BHATTACHARYA संवेष प्रवेशक, खानन कार्यास्य /Relationship Manager, Placement Office

For Indian निर्मात संस्था अवस्था अवस

For Brickwork Ratings Bengaluru

^{*} Others includes Non-Profit/Social Sector

3. Function wise Classification

| Function | No. of offers | | | | | |
|-------------------------|---------------|---------------|-------|--|--|--|
| runction | Domestic | International | Total | | | |
| Business Development | 3 | | 3 | | | |
| Consulting | 6 | | 6 | | | |
| Finance | 2 | | 2 | | | |
| General Management | 4 | | 4 | | | |
| Operations | 1 | | 1 | | | |
| Sales / Marketing | 18 | | 18 | | | |
| Strategy | 3 | 1 | 4 | | | |
| Supply Chain Management | 5 | 2 | 7 | | | |
| Grand total | 42 | 3 | 45 | | | |

Table 3.1: Classification of offers based on function

4. Location wise Classification

4.1. Classification of Domestic Locations

| Indian Locations | No. of offers |
|------------------|---------------|
| Bengaluru | 1 |
| Dawalwadi | 2 |
| Delhi | 2 |
| Gurgaon | 10 |
| Hyderabad | 7 |
| Jalgaon | 2 |
| Mumbai | 13 |
| Noida | 1 |
| Pan-India | 1 |
| Pune | 1 |
| Ranchi | 1 |
| Udaipur | 1 |
| Grand total | 42 |

Table 4.1: Classification of offers based on domestic locations

4.2. Classification of International Locations

| International Locations | Number of offers accepted | | | |
|-------------------------|---------------------------|--|--|--|
| Dubai | 1 | | | |
| Nigeria | 2 | | | |
| Total | 3 | | | |

Table 4.2: Classification of offers based on international locations

सोमनार्थं भडाचार्य/SOMNATH BHATTACHARYA

For Inclian । प्रसार सम्बन्धित सिकारिक मिनवारिक मार्गिक विकास विकास किया ।

अहमदाबाद - ३८००१५./Ahmedabad-380015.

For Brickwork Ratings Bengaluru

5. Salary Heads

5.1. Salary Heads-Domestic (INR)

| Salary Head | Minimum | Maximum | Median | Mean | Data* |
|--------------------------------|----------|-----------|-----------|-----------|-------|
| Total Fixed Salary | 7,50,000 | 19,23,686 | 13,60,000 | 13,14,561 | 42 |
| One-time Cash Payments | 50,000 | 5,00,000 | 1,00,000 | 1,20,455 | 22 |
| Total Guaranteed Cash Payments | 7,50,000 | 24,23,686 | 14,60,000 | 13,77,656 | 42 |
| Maximum Earning Potential | 8,50,000 | 26,00,000 | 15,25,000 | 15,20,175 | 42 |

Table 5.1: Classification of salary heads- Domestic

5.2. Salary Heads-International (USD)

| Salary Head* | Minimum | Maximum | Median | Mean | Data |
|--------------------------------|---------|--------------------------|---------|-------------|------|
| Total Fixed Salary | 58,816 | 110,000 | 110,000 | 92,939 | . 3 |
| One-time Cash Payments | | A VERSION OF THE SECTION | 10 P | Kuchen Kirs | 0 |
| Total Guaranteed Cash Payments | 58,816 | 110,000 | 110,000 | 92,939 | 3 |
| Maximum Earning Potential | 58,816 | 110,000 | 110,000 | 92,939 | 3 |

Table 5.2: Classification of salary heads-international (USD)

(Links: https://www.imf.org/external/np/fin/data/rms mth.aspx?SelectDate=2018-08-08&reportType=REP

Description of Salary Heads

- a) Fixed Yearly Cash Component: This is a total of the annual basic salary and additional guaranteed cash components. These additional components include cash payments and allowances that are part of the annual package. The term guaranteed signifies that the amount is certain unless there is an overall pay revision. The components falling under this salary head are final and are not related to performance.
- b) **One-time cash Payment:** This head indicates the value of the remuneration given to a candidate as one-time cash benefit mostly at the time of joining.
- c) Total guaranteed Cash Component: This is the sum of fixed yearly cash component and one-time cash payment.
- d) Maximum Earning Potential: This is the sum of total guaranteed cash component, maximum possible-linked variable pays and all other components of salary that are a part of the offer. This can include long term compensation such as PF, gratuity and other perks as well.

सोमनाय भट्टाचार्य/SOMNATH BHATTACHARYA संबंध प्रबंधक, स्थानन कार्यालय /Relationship Manager, Placement Office

For Indian Ins**भारतीय अंग्रेजना** /lodian Institute of Management अहमदाबाद - ३८००१५./Ahmedabad-380015.

For Brickwork Ratings Bengaluru

^{*}For some data points, only the Maximum Earning Potential is available, and this is reflected under the 'Data' column. Maximum Earning Potential has been reported for all data points.

^{*} For International salaries, all conversions to USD are made as per closing rates on 8th August 2018. Data is sourced from International Monetary Fund

5.3. Salary statistics at Purchasing Power Parity (PPP)*

| Salary in USD at PPP | Min | Max | Median | Mean | Data |
|---|---------|---------|---------|---------|------|
| INR salary (Total guaranteed cash component) | 42,373 | 136,931 | 82,486 | 77,834 | 42 |
| Non-INR salary (Total guaranteed cash component) | 108,000 | 110,000 | 110,000 | 109,333 | 3 |
| Combined INR and non-INR salary (Total guaranteed cash component) | 42,373 | 136,931 | 82,486 | 79,934 | 45 |
| INR salary (Maximum Earning Potential) | 48,023 | 146,893 | 86,158 | 85,886 | 42 |
| Non-INR salary (Maximum Earning Potential) | 108,000 | 110,000 | 110,000 | 109,333 | 3 |
| Combined INR and non-INR salary (Maximum Earning Potential) | 48,023 | 146,893 | 87,571 | 87,449 | 45 |

Table 5.3: Salary Statistics at PPP adjusted exchange rates

5.4. Sector wise Classification of Salary- Domestic (INR)

5.4.1. Fixed Yearly Cash Component

| Sector | Min | Max | Median | Mean | Data |
|-----------------|-----------|-----------|-----------|-----------|------|
| Agri Inputs | 12,00,000 | 16,00,000 | 13,60,000 | 13,52,252 | 20 |
| BFSI | 7,50,000 | 18,00,000 | 15,00,000 | 13,87,500 | 4 |
| Conglomerates | 11,50,000 | 11,50,000 | 11,50,000 | 11,50,000 | 3 |
| Consulting | 11,75,000 | 12,75,000 | 12,25,000 | 12,25,000 | 2 |
| FMCG | 9,94,237 | 19,23,686 | 11,08,119 | 12,83,540 | 4 |
| Food Processing | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 1 |
| Logistics | 13,00,000 | 13,00,000 | 13,00,000 | 13,00,000 | 2 |
| Online Services | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 3 |
| Retail | 12,71,187 | 12,71,187 | 12,71,187 | 12,71,187 | 2 |
| Others* | 8,40,000 | 8,40,000 | 8,40,000 | 8,40,000 | 1 |

Table 5.4.1.: Sector wise Classification of Fixed Yearly Cash Component- Domestic

सोमनाय भट्टाचार्य/SOMNATH BHATTACHARYA संबंध प्रबंधक, खानन कार्यालय /Relationship Manager, Placement Office भारतीय प्रबंध संस्थान /Indian Institute of Management अहमदाबाद - ३८००१५./Ahmedabad-380015.

For Brickwork Ratings Bengaluru

For Indian Institute of Management Ahmedabad

^{*}As per the PPP conversion rate for 2017 for all available currencies from the World Development Indicators (WDI) database of the World Bank. Data is sourced from http://wdi.worldbank.org/table/4.16

^{*}Other includes agile consulting

5.4.2. One-time Cash Payment

| Sector | Min | Max | Median | Mean | Data |
|-----------------|----------|------------------------|-------------|--------------|---------|
| Agri Inputs | 1,00,000 | 1,00,000 | 1,00,000 | 1,00,000 | 13 |
| BFSI | | | | | 5807 |
| Conglomerates | 50,000 | 50,000 | 50,000 | 50,000 | 3 |
| Consulting | - 112 | | | | |
| FMCG | 5,00,000 | 5,00,000 | 5,00,000 | 5,00,000 | 1 |
| Food Processing | | (a. 1985 - 1984 - 1986 | | Alone - Ento | (0.53 F |
| Logistics | | | and groupes | | March - |
| Online Services | 1,00,000 | 1,00,000 | 1,00,000 | 1,00,000 | 3 |
| Retail | 2,00,000 | 2,00,000 | 2,00,000 | 2,00,000 | 2 |
| Others | | | | | 0 |

Table 5.4.2.: Sector wise Classification of One Time Cash Payment- Domestic

5.4.3. Total Guaranteed Cash Component

| Sector | Min | Max | Median | Mean | Data |
|-----------------|-----------|-----------|-----------|-----------|------|
| Agri Inputs | 12,00,000 | 16,00,000 | 14,60,000 | 14,17,252 | 20 |
| BFSI | 7,50,000 | 18,00,000 | 15,00,000 | 13,87,500 | 4 |
| Conglomerates | 12,00,000 | 12,00,000 | 12,00,000 | 12,00,000 | 3 |
| Consulting | 11,75,000 | 12,75,000 | 12,25,000 | 12,25,000 | 2 |
| FMCG | 9,94,237 | 24,23,686 | 11,08,119 | 14,08,540 | 4 |
| Food Processing | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 1 |
| Logistics | 13,00,000 | 13,00,000 | 13,00,000 | 13,00,000 | 2 |
| Online Services | 15,00,000 | 15,00,000 | 15,00,000 | 15,00,000 | 3 |
| Retail | 14,71,187 | 14,71,187 | 14,71,187 | 14,71,187 | 2 |
| Others | 8,40,000 | 8,40,000 | 8,4,0,000 | 8,40,000 | 1 |

Table 5.4.3.: Sector wise Classification of Total Guaranteed Cash Component - Domestic

5.4.4. Maximum Earning Potential

| Sector | Min | Max | Median | Mean | Data |
|-----------------|-----------|-----------|-----------|-----------|------|
| Ágri Inputs | 12,00,000 | 17,00,000 | 15,75,000 | 15,63,744 | 20 |
| BFSI | 8,50,000 | 21,00,000 | 18,00,000 | 16,37,500 | 4 |
| Conglomerates | 12,50,000 | 12,50,000 | 12,50,000 | 12,50,000 | 3 |
| Consulting | 11,75,000 | 12,75,000 | 12,25,000 | 12,25,000 | 2 |
| FMCG | 13,00,000 | 26,00,000 | 13,31,237 | 16,40,619 | 4 |
| Food Processing | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 1 |
| Logistics | 15,00,000 | 15,00,000 | 15,00,000 | 15,00,000 | 2 |
| Online Services | 15,00,000 | 15,00,000 | 15,00,000 | 15,00,000 | 3 |
| Retail | 17,00,001 | 17,00,001 | 17,00,001 | 17,00,001 | 2 |
| Others | 9,60,000 | 9,60,000 | 9,60,000 | 9,60,000 | 1 |

Table 5.4.4.: Sector wise Classification of Maximum Earning Potential- Domestic

सोमनाथ भद्राचार्य/SOMNATH BHATTACHARYA

संबंध प्रबंधक, स्थानन कार्यालय / Relationship Manager, Placement Office

For Indiamental National State of Manager National State of Nation

अहमदाबाद - ३८००१५./Ahmedabad-380015.

For Brickwork Patings Bengaluru

5.5. Sector wise Classification of Salary-International (in USD)

5.5.1. Fixed Yearly Cash Component-International

| Sector | Min | Max | Median | Mean | Data |
|-----------------|---------|---------|---------|---------|------|
| FMCG | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Food Processing | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.5.1: Sector wise classification of fixed yearly cash component

5.5.2 One-time Cash Component-International

| Sector | Min | Max | Median | Mean | Data |
|-----------------|---------|-----|--------|------|------|
| FMCG | | | - | | 0 |
| Food Processing | - St. 6 | | N | | 0 |

Table 5.5.2: Sector wise classification of one-time cash component

5.5.3 Total guaranteed Cash Component-International

| Sector | Min | Max | Median | Mean | Data |
|-----------------|---------|---------|---------|---------|------|
| FMCG | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Food Processing | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.5.3: Sector wise classification of total guaranteed cash component

5.5.4 Maximum Earning Potential-International

| Sector | Min | Max | Median | Mean | Data |
|-----------------|---------|---------|---------|---------|------|
| FMCG | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Food Processing | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.5.4: Sector wise classification of Maximum Earning Potential

5.6. Function wise Classification of Salary- Domestic (INR)

5.6.1 Fixed Yearly Cash Component - Domestic

| Function | Min | Max | Median | Mean | Data |
|-------------------------|-----------|-----------|-----------|-----------|------|
| Business Development | 12,38,400 | 14,00,000 | 12,38,400 | 12,92,267 | 3 |
| Consulting | 8,40,000 | 18,00,000 | 13,87,500 | 13,48,333 | 6 |
| Finance | 7,50,000 | 16,00,000 | 11,75,000 | 11,75,000 | 2 |
| General Management | 11,50,000 | 12,00,000 | 11,50,000 | 11,62,500 | 4 |
| Operations | 14,50,000 | 14,50,000 | 14,50,000 | 14,50,000 | 1 |
| Sales / Marketing | 9,94,237 | 19,23,686 | 13,60,000 | 13,36,244 | 18 |
| Strategy | 12,71,187 | 14,00,000 | 12,71,187 | 13,14,125 | 3 |
| Supply Chain Management | 13,00,000 | 14,00,000 | 14,00,000 | 13,60,000 | 5 |

Table 5.6.1.: Function wise Classification of Fixed Yearly Cash Component- Domestic

सोमनाथ भट्टाचार्य/SOMNATH BHATTACHARYA

सबध प्रवेशक, स्थानन कर्यालय /Relationship Manager, Placement Office

For Indianरामिश्वराष्ट्रांस संस्थान श्रीकांसिश्वरामिश्वरा

For Brickwork Ratings Bengaluru

5.6.2. One-time Cash Payment- Domestic

| Function | Min | Max | Median | Mean | Data |
|-------------------------|----------|----------|--------------|----------|------|
| Business Development | 1,00,000 | 1,00,000 | 1,00,000 | 1,00,000 | 1 |
| Consulting | | | TEN-MEN | | |
| Finance | | 0.4 | Street and a | | |
| General Management | 50,000 | 50,000 | 50,000 | 50,000 | 3 |
| Operations | | | | | |
| Sales / Marketing | 1,00,000 | 5,00,000 | 1,00,000 | 1,30,769 | 13 |
| Strategy | 2,00,000 | 2,00,000 | 2,00,000 | 2,00,000 | 2 |
| Supply Chain Management | 1,00,000 | 1,00,000 | 1,00,000 | 1,00,000 | 3 |

Table 5.6.2.: Function wise Classification of One Time Cash Payment- Domestic

5.6.3. Total Guaranteed Cash Component - Domestic

| Function | Min | Max | Median | Mean | Data |
|-------------------------|-----------|-----------|-----------|-----------|------|
| Business Development | 12,38,400 | 15,00,000 | 12,38,400 | 13,25,600 | 3 |
| Consulting | 8,40,000 | 18,00,000 | 13,87,500 | 13,48,333 | 6 |
| Finance | 7,50,000 | 16,00,000 | 11,75,000 | 11,75,000 | 2 |
| General Management | 12,00,000 | 12,00,000 | 12,00,000 | 12,00,000 | 4 |
| Operations | 14,50,000 | 14,50,000 | 14,50,000 | 14,50,000 | 1 |
| Sales / Marketing | 9,94,237 | 24,23,686 | 14,60,000 | 14,30,688 | 18 |
| Strategy | 14,00,000 | 14,71,187 | 14,71,187 | 14,47,458 | 3 |
| Supply Chain Management | 13,00,000 | 15,00,000 | 15,00,000 | 14,20,000 | 5 |

Table 5.6.3.: Function wise Classification of Total Guaranteed Cash Component – Domestic

5.6.4. Maximum Earning Potential - Domestic

| Function | Min | Max | Median | Mean | Data |
|-------------------------|-----------|-----------|-----------|-----------|------|
| Business Development | 13,60,452 | 15,50,000 | 13,60,452 | 14,23,635 | 3 |
| Consulting | 9,60,000 | 21,00,000 | 15,37,500 | 15,18,333 | 6 |
| Finance | 8,50,000 | 16,00,000 | 12,25,000 | 12,25,000 | 2 |
| General Management | 12,00,000 | 12,50,000 | 12,50,000 | 12,37,500 | 4 |
| Operations | 16,00,000 | 16,00,000 | 16,00,000 | 16,00,000 | 1 |
| Sales / Marketing | 13,00,000 | 26,00,000 | 16,25,000 | 16,20,358 | 18 |
| Strategy | 14,00,000 | 17,00,001 | 17,00,001 | 16,00,000 | 3 |
| Supply Chain Management | 15,00,000 | 15,00,000 | 15,00,000 | 15,00,000 | 5 |

Table 5.6.4.: Function wise Classification of Maximum Earning Potential-Domestic

सोमनाध भट्टाचार्य/SOMNATH BHATTACHARYA

संबंध प्रवेषक, स्थानन कार्यालय /Relationship Manager, Placement Office For India भारतीय प्राचित्रवाकिकारिक (Manager, Placement Office

अहमदाबाद - ३८००१५./Ahmedabad-380015.

For Brickwork Ratings Bengaluru

5.7. Function wise Classification of Salary-International (in USD)

5.7.1 Fixed Yearly Cash Component-International

| Function | Min | Max | Median | Mean | Data |
|-------------------------|---------|---------|---------|---------|------|
| Strategy | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Supply Chain Management | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.7.1: Function wise classification of fixed yearly cash component

5.7.2 One-time Cash Component-International

| Function | Min | Max | Median | Mean | Data |
|-------------------------|-----|-----|--------|------|------|
| Strategy | 0 | 0 | - 2 | | 0 |
| Supply Chain Management | 0 | 0 | | | 0 |

Table 5.7.2: Function wise classification of one-time cash component

5.7.3 Total guaranteed Cash Component-International

| Function | Min | Max | Median | Mean | Data |
|-------------------------|---------|---------|---------|---------|------|
| Strategy | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Supply Chain Management | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.7.3: Function wise classification of total guaranteed cash component

5.7.4 Maximum Earning Potential-International

| Function | Min | Max | Median | Mean | Data |
|-------------------------|---------|---------|---------|---------|------|
| Strategy | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Supply Chain Management | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.7.4: Function wise classification of Maximum Earning Potential

5.8. Location wise Classification of Salary- Domestic (INR)

5.8.1. Fixed Yearly Cash Component

| Location | Min | Max | Median | Mean | Data | |
|-----------|-----------|-----------|-----------|-----------|------|--|
| Bengaluru | 13,00,000 | 13,00,000 | 13,00,000 | 13,00,000 | 1 | |
| Dawalwadi | 12,17,391 | 14,01,983 | 13,09,687 | 13,09,687 | 2 | |
| Delhi | 9,94,237 | 13,00,000 | 11,47,119 | 11,47,119 | 2 | |
| Gurgaon | 12,00,000 | 14,00,004 | 14,00,000 | 13,54,238 | 10 | |
| Hyderabad | 7,50,000 | 14,50,000 | 11,50,000 | 11,57,143 | 7 | |
| Jalgaon | 12,38,400 | 12,38,400 | 12,38,400 | 12,38,400 | 2 | |
| Mumbai | 12,22,000 | 19,23,686 | 13,60,000 | 14,48,130 | 13 | |
| Noida | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 1 | |
| Pune | 16,00,000 | 16,00,000 | 16,00,000 | 16,00,000 | 1 | |
| Ranchi | 9,94,237 | 9,94,237 | 9,94,237 | 9,94,237 | 1 | |
| Udaipur | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 1 | |
| Pan-India | 8,40,000 | 8,40,000 | 8,40,000 | 8,40,000 | 1 | |

Table 5,8.1.: Location wise Classification of Fixed Yearly Cash Component-Domestic

स्रोमनाथ भट्टाचार्य/SOMNATH BHATTACHARYA

For Indian Institute of Wanagement Anmedabad

अहमदाबाद - ३८००१५. /Ahmedabad-380015

For Brickwork Ratings Bengaluru

5.8.2. One-time Cash Payment

| One-time | Min | Max | Median | Mean | Data |
|-----------|----------|-------------|--------------|-----------------|------|
| Bengaluru | | | | TEACH FOR A | 0 |
| Dawalwadi | | 1 | | | 0 |
| Delhi | | | A SECTION OF | | 0 |
| Gurgaon | 1,00,000 | 2,00,000 | 1,00,000 | 1,22,222 | 9 |
| Hyderabad | 50,000 | 50,000 | 50,000 | 50,000 | 3 |
| Jalgaon | 1 | | - A- | | 0 |
| Mumbai | 1,00,000 | 5,00,000 | 1,00,000 | 1,44,444 | 9 |
| Noida | | | ATTEMPT TO | 10 miles 10 / 2 | 0 |
| Pune | | | | | 0 |
| Ranchi | | T - T - A A | | Transfer | 0 |
| Udaipur | 1,00,000 | 1,00,000 | 1,00,000 | 1,00,000 | 1 |
| Pan-India | | | | | 0 |

Table 5.8.2.: Location wise Classification of One Time Cash Payment- Domestic

5.8.3. Total Guaranteed Cash Component

| Location | Min | Max | Median | Mean | Data |
|-----------|-----------|-----------|------------|-----------|------|
| Bengaluru | 13,00,000 | 13,00,000 | 13,00,000 | 13,00,000 | 1 |
| Dawalwadi | 12,17,391 | 14,01,983 | 13,09,687 | 13,09,687 | 2 |
| Delhi | 9,94,237 | 13,00,000 | 11,47,119 | 11,47,119 | 2 |
| Gurgaon | 12,00,000 | 15,00,004 | 15,00,000 | 14,64,238 | 10 |
| Hyderabad | 7,50,000 | 14,50,000 | 12,00,000 | 11,78,571 | 7 |
| Jalgaon | 12,38,400 | 12,38,400 | 12,38,400 | 12,38,400 | 2 |
| Mumbai | 12,22,000 | 24,23,686 | 14,60,000 | 15,48,130 | 13 |
| Noida | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 1 |
| Pune | 16,00,000 | 16,00,000 | 16,00,000 | 16,00,000 | 1 |
| Ranchi | 9,94,237 | 9,94,237 | 9,94,237 | 9,94,237 | 1 |
| Udaipur | 15,00,000 | 15,00,000 | 1,5,00,000 | 15,00,000 | 1 |
| Pan-India | 8,40,000 | 8,40,000 | 8,40,000 | 8,40,000 | 1 |

Table 5.8.3.: Location wise Classification of Total Guaranteed Cash Component - Domestic

सोमनाथ भेट्टाचार्य/SOMNATH BHATTACHARYA

संबंध प्रबंधक, स्थानन कार्यालय /Relationship Manager, Placement Office भारतीच प्रवंध संस्थान /Indian Institute of Management अहमदावाद - ३८००१५. /Ahmedabad-380015.

For Indian Institute of Management Ahmedabad

For Brickwork Ratings Bengaluru

5.8.4. Maximum Earning Potential

| Location | Min | Max | Median | Mean | Data |
|-----------|-----------|-----------|---|-----------|------|
| Bengaluru | 15,00,000 | 15,00,000 | 15,00,000 | 15,00,000 | 1 |
| Dawalwadi | 14,00,000 | 14,01,983 | 14,00,992 | 14,00,992 | 2 |
| Delhi | 13,31,237 | 15,00,000 | 14,15,619 | 14,15,619 | 2 |
| Gurgaon | 12,00,000 | 18,00,004 | 17,00,001 | 16,30,001 | 10 |
| Hyderabad | 8,50,000 | 16,00,000 | 12,50,000 | 12,35,714 | 7 |
| Jalgaon | 13,60,452 | 13,60,452 | 13,60,452 | 13,60,452 | 2 |
| Mumbai | 13,00,000 | 26,00,000 | 17,00,000 | 17,84,615 | 13 |
| Noida | 14,00,000 | 14,00,000 | 14,00,000 | 14,00,000 | 1 |
| Pune | 16,00,000 | 16,00,000 | 16,00,000 | 16,00,000 | 1 |
| Ranchi | 13,31,237 | 13,31,237 | 13,31,237 | 13,31,237 | 1 |
| Udaipur | 18,00,000 | 18,00,000 | 18,00,000 | 18,00,000 | 1 |
| Pan-India | 9,60,000 | 9,60,000 | 9,60,000 | 9,60,000 | 1 |
| | | | A THE RESIDENCE AND ADDRESS OF THE PARTY OF | | |

Table 5.8.4.: Location wise Classification of Maximum Earning Potential- Domestic

5.9. Location wise Classification of Salary-International (in USD)

5.9.1 Fixed Yearly Cash Component-International

| Location | Min | Max | Median | Mean | Data |
|----------|---------|---------|---------|---------|------|
| Dubai | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Nigeria | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.9.1: Location wise classification of fixed yearly cash component

5.9.2 One-time Cash Component-International

| Location | Min | Max | Median | Mean | Data |
|----------|-----|-----|--------|---------|------|
| Dubai | 0 | 0 | | 4 5 6 7 | 0 |
| Nigeria | 0 | 0 | | | 0 |

Table 5.9.2: Location wise classification of one-time cash component

5.9.3 Total guaranteed Cash Component-International

| Location | Min | Max | Median | Mean | Data |
|----------|---------|---------|---------|---------|------|
| Dubai | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Nigeria | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.9.3: Location wise classification of total guaranteed cash component

5.9.4 Maximum Earning Potential-International

| Location | Min | Max | Median | Mean | Data |
|----------|---------|---------|---------|---------|------|
| Dubai | 58,816 | 58,816 | 58,816 | 58,816 | 1 |
| Nigeria | 110,000 | 110,000 | 110,000 | 110,000 | 2 |

Table 5.9.4: Location wise classification of Maximum Earning Potential

सोमनाथ भेडाचार्य/SOMNATH BHATTACHARYA

For Indian । कर्रास्पर कार्याल / Relationship Manager, Placement Office

अहमदाबाद - ३८००१५. /Ahmedabad-380015.

For Brickwork Ratings Bengaluru

6. Other Details

6.1. Details regarding Pre-placement Offers (PPO)

| Parameter | Number |
|--|--------|
| 1. Total Pre-Placement Offers awarded | 16 |
| 1a. Through internships | 13 |
| 1b. Through others | 3 |
| 2. Total Pre-Placement Offers accepted | 15 |
| 2a. Through internships | 12 |
| 2b. Through others | 3 |

Table 6.1.: Details regarding Pre-Placement Offers (PPO)

7. Compliance Statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Revision 2.2*.

The instances where the report deviates from the standards and the reasons for them are mentioned below:

| Deviation from the standards | Reason |
|------------------------------|--------|
| | |

Table 7.1: List of deviations from standards with reasons

सोमनाथ भट्टाचार्य/SOMNATH BHATTACHARYA संबंध प्रबंधक, स्वान कार्बालय /Relationship Manager, Placement Office

भारतीय प्रयंघ संस्थान /Indian Institute of Management अहमदावाद - ३८००१५./Ahmedabad-380015.

For Indian Institute of Management Ahmedabad

For Brickwork Ratings Bengaluru

^{*}https://web.iima.ac.in/iprs/gallery/IPRSRevision2.2.pdf