

A HYBRID MODULAR BUSINESS SYSTEM

UPGRADE YOU FROM SALARIED EMPLOYEE TO A MICRO-ENTREPRENEUR



PHOTON GROUP

A COMPANY THAT CREATES MICRO-ENTREPRENEUR

Taking Success to Next Level with Photon Group of Companies

 **PHOTON**
INSTRUMENTS
Sales, Support & Service

 **PHOTON**
CALIBRATION
On Site & Lab Based Services

 **PHOTON**
VALIDATION
Adding Value to your Process

 **PHOTON**
THERMOGRAPHY
Ensure Secured Workplace

 **PHOTON**
ANALYTICAL
Sales, Service & Repair

 **PHOTON**
CREATIVE
360° Branding, Marketing & Advertising

 **PHOTON**
ENERGY AUDIT
Ensures Energy Conservation

 **PHOTON**
MANUFACTURING
Contract Mfg, Branding, Refurbishing

 **PHOTON**
HR & TRAINING
Contract, Out Sourcing & Placement




OPPORTUNITY



BRIEF ABOUT PHOTON GROUP

Photon Group is based out of Hyderabad , a well-known entity in Indian Market and soon we will have our International Presence in coming years. As on date we are into following Business Verticals to serve our customers..

Photon Instruments

This division is involved to manage Sales & Services Of - Portable Instruments , Online Process Instruments , Calibration & Master Instruments , Electrical Measuring Instruments , Automotive Measuring Instruments, Medical Measuring Instruments , Clean Room Monitor Instruments , Panel Instruments, Digital Clock , Flame Proof Instruments, Gas & Liquid Analyzers - (Portable & Online) , Weighing Balance & Weights and so on.

Photon Calibration (50 + Parameters calibration under single roof...)

This division is involved to do calibration Services at lab as well customer site. We have a reasonably large team with confident service engineers to comply the calibration activities. Our Premium Master Calibrators offers very high accuracy and minimum uncertainty , thus brings the best out of it

Photon Validation

This division is involved to do Validation & Qualification Services at customer site. We have premium equipment and trained professional to execute following validation activities. HVAC , Thermal , PLC , Software, Autoclave, Tunnel, Warehouse, HPLC, Fermenter, Mixing Vessels, Ovens, Incubator, Water Bath, Freezers , Analytical Balances , pH & Conductivity System and so on..

Photon Thermography

We got highly skilled Professional Thermographer to execute thermography service in pan India horizon. More than 100 sites experience and high accurate Thermal Imager make the service one of the best available in market. Energy Auditors and suggestions review all the reports and fault-finding comments will be provided along with report. Our team re-visits after corrections in the systems for re-verification.

Photon Energy Audit

Certified Energy Auditor, Experience from various practical sites, Well trained team, Highly Accurate Analysis Equipment are the few components which brings this business offering attractive to Customers. We also provide equipment on rent to various Energy Auditors.

Photon Analytical

This division is into sales of various type of Analytical Instruments (Portable & Process Instruments) Liquid and Gas Analyzers , Repairing services for analytical instruments and also perform qualification and validation services.

Photon Manufacturing

A quality production house on manufacturing and branding of various instruments with blending of Additional useful feature as well customized options for individual customer. We can take care of making products as per customer's requirement too.

Photon Creative

A dedicated team into Graphical works (Logo, Catalogue, Brochure, and related activity), Video Making, Website (SEO Friendly website designing, re-structuring of website), Digital Marketing (E-mail mktg, SMS mktg, Whats-app, Hike and other Social Messenger Marketing, Social Media Marketing (Facebook, Tweeter etc.), PPC, SEO and other digital marketing activity

Photon HR & Training

This division, working on Manpower Sourcing & Placement, Training for Fresher's & Skilled Professionals, Skilled Based Manpower Sourcing & Manpower leasing, Third Party HR Consultation for different companies & other HR Services



Taking Success to Next Level with Photon Group of Companies

PHOTON INSTRUMENTS Sales, Support & Service	PHOTON CALIBRATION On Site & Lab Based Services	PHOTON VALIDATION Adding Value to your Process	PHOTON CREATIVE Self Training, Mentoring & Coaching	
PHOTON THERMOGRAPHY Ensure Secured Workplace	PHOTON ANALYTICAL Sales, Service & Repair	PHOTON ENERGY AUDIT Ensures Energy Conservation	PHOTON MANUFACTURING Custom Mfg. Branding, Refurbishing	PHOTON HR & TRAINING Consult, Onl. Sourcing & Placement



AM I ELIGIBLE TO BECOME A PART OF PHOTON HR & TRAINING



CHECK LIST OF ACTIVITY CAN I DO THE BELOW ACTIVITY ?

Manpower Sourcing: Very Good in sourcing Manpower for different IT & NON IT profile. Having experience of minimum 4 years.

Client Acquisition: Can Talk to different client and convince them to start business with " Photon HR & Training " Division

Team Work: Good in working with team rather individual , can make " PHOTON GROUP " as one of the best place to work .

HR Position : Good in working with team rather individual , can make " PHOTON GROUP " as one of the best place to work . He has to take Care of HR activity for Photon Group

Language: Good Command on English / Hindi as compulsory and regional language is required.

Experience: At least – 2 years experience in similar working vertical. (Maximum 15 years experience)

Education : Any graduate or POST Graduate with 2 years similar work experience.

Gender : Male / Female

Position: 5 position (1 Person as director and will have 4 person under him for each region – North / South / East / West)

Location : Hyderabad Head Office.

Tour : Need to visit Customer locally or Regional basis as per requirement of Business

Key Responsible Area (KRA) : Given in the document and shall be discussed in details at the time of meeting

Joining Procedure: Refer the document for more info.

ACTIVITIES



- MANAGING PHOTON GROUP HR & TRAINING ACTIVITY
- GETTING DBA FOR PHOTON GROUP ON BOARD
- GETTING TRAINEE ON BOARD AND MANAGE TRAINING SCHEDULE
- GENERATE JOB FOR THE TRAINEE IN OTHER MNC
- OUT SOURCING ACTIVITY WITH OTHER COMPANIES
- FUTURE BUSINESS ACTIVITIES IN HR & TRAINING DOMAIN

KRA OF HR PARTNER

CREATING DATABASE OF SKILLED MANPOWER – INDUSTRY SPECIFIC

A

Follow different job portal and then create a database based on major industry segments. Further You have to contact multiple industries and utilize that database to provide screened CVs to the client Companies for recruitment purpose and manage interviews, taking feedback from companies and finally collect our charges against person recruited by the companies.

Note - In due course of time, you need to implement the systematic process & monitor your team for retrieving the optimum output followed by general policy of company.

ARRANGE SKILLED BASE TRAINING FOR SPECIFIC JOB ROLE

B

As per requirement from client, we will retrieve required profile of people from the data-base and give them dedicated training for some specific position or requirement by client. Once person/team is ready, we will provide them to client for recruitment or lease basis .

Note : External / Internal Trainer will be there to give dedicated training ..

In due course of time, you need to implement the systematic process & monitor your team for retrieving the optimum output followed by general policy of company.

THIRD PARTY MANPOWER SERVICES

C

We will keep trained manpower within companies pay-role and send them as and when required by some company on agreement / contract basis. So we will generate revenue out of that.

Note: You need to co-ordinate with multiple companies and accordingly update our Training Instructor for making the manpower trained and upto date with current Industry Requirement

TRAINING FOR FRESHER'S (ENGINEERING / DEPEND ON DEMAND FROM BUSINESS)

D

Inter Business Vertical Requirement : As on date we have live requirement of 95 positions for our companies internal requirement . Next year onwards, the number of requirement will go up or down depend on the performance of our Training Instructor, your connection with Industry as well demand and supply ratio of Market. This trained people will follow " C) Third Party Manpower Services:" and you / your team has to manage requirement / job for these candidate ..Which will open up additional revenue for us.

ASSOCIATE BUSINESS DIRECTOR / PARTNER (FOR PHOTON GROUP)

E

You have to work with Photon Group as a HR Partner / HR Head and make sure following activities .

- All kind of HR Activities to make the workplace healthier for Employee and Employer.
- Derived Policies for the betterment for the Organization.
- Taking care of ESI/ PF / Insurance and other welfare activities for the group.
- The above 3 activities or any other general activities has to be done by him / her with no financial benefit..

Paid Activity

We have multiple requirements within our group – which we will provide to the HR Partner, so that he/she secures a valid income from the group itself and get enough time to establish the business in a proper way.

Internal Requirement as on date A) 60 Business Director , and against each person joined to our company) , B) 95 Nos Engineering / other back ground Fresher's ,

WHAT YOU OBTAIN WHEN YOU JOIN – " PHOTON GROUP "

YOUR OWN IDENTITY

Here, you don't serve others any more. (So transformation from salaried servant to BUSINESS OWNER take place without any trouble

DIGITAL MARKETING SUPPORT

Our Digital Marketing Division "PHOTON CREATIVE" will populate your business into web... that helps you to reach PAN INDIA within no time. This also helps you to create your division as BRAND in the market.

FIXED MONTHLY INCOME

You get Advance Profit Sharing each month which is sum of 6.45 L/PA to support your monthly requirement, similar like your salaried job.

INFRASTRUCTURE

In addition to that, you get Office to work , Meeting Room to Invite Clients, Internet and all other facilities to establish the business to a limit you admire for ...

READY BUSINESS REQUIREMENT

To support the beginning of your Business Division, Photon Group will award you business upto Rs. 30L +

YOUR OWN IDENTITY

You get about 60 nos Senior Business Development Personnel in PAN INDIA horizon to develop your business without paying any salary

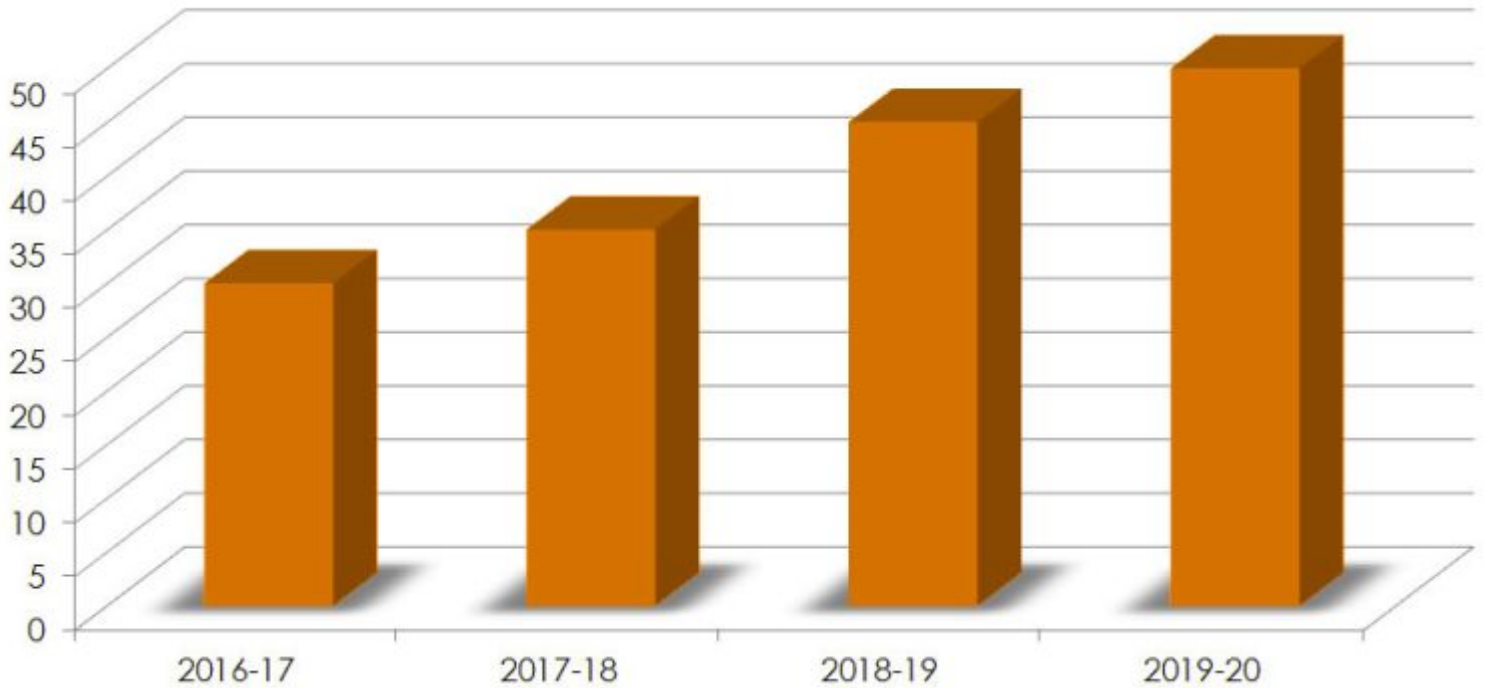
Last but not least "BRAND ESTABLISHMENT " You get Brand Image Of " Photon Group " ...so you are not a new entity in the Industry. Which helps you to develop business without much hassle.

PROCEDURE TO JOIN AS PARTNER WITH PHOTON GROUP

Description	PBA (Part Time Business Associate) – with 1,000 /- + 15% ST as registration	PBA (Part Time Business Associate) with 1,50,000/- + 15% ST as Facilitation Charges	DBA (Direct Business Associate) with 8.00,000/- + 15% ST as Facilitation Charges
For Registration	1000/- + 15% Service tax	Initial Payment of Rs.50,000/-	Initial Payment of Rs.1,00,000/-
Balance amount in 2 years.	Nil (if he / she wants to upgrade can select any of the 2 options	Balance amount will be collected from the profit sharing or as lumpsum payout by Business	Balance amount will be collected from the profit sharing or as lumpsum payout by Business
Agreement Process	General Agreement	This will have registered Agreement as a legal Part Time Partnership for the division	This will have registered Agreement as a legal Full Time Partnership for the division / Region
Agreement Type	Non-Exclusive / Part Time	Non-Exclusive / Part Time	Exclusive Agreement / Full Time
Reporting Format	Reporting to DBA	Reporting to DBA	Reporting to MD / Business Head
Profit Sharing	15% profit Sharing for business Generated by candidate	30% profit Sharing for business Generated by candidate	50% business profit for the business generated by you. Additional 20% profit sharing from the business done by PBA
Advance Profit Sharing	No	No	6.45L / PA (distributed in monthly component) Rs. 20k x 6 months, Rs. 50k x 3 months, Rs. 1.25L x 3 months
Office Set-up , Meeting Room	Yes	Yes	Yes
Database – Password / Login (Monster / Shine / Times etc)	No	Yes	Yes
Free access to Office Internet & Land-Line	No	Yes	Yes
Seating Place @ Office	Seat at the available empty place	Seat at the available empty place	Dedicated Position /Place with standard arrangement of chair , desk and other amenities
Immediate Business From Photon Group for 2016-17	DBA – 15K x 60 Candidate Trainee - 2K x 95 Candidate	DBA – 25K x 60 Candidate = 15L Trainee - 3K x 95 Candidate = 2.85L	DBA – 40 K x 60 Candidate = 24 L Trainee - 5K x 95 Candidate = 4.75L
Manpower Sourcing (IT – Non IT) @ Industry	15% of Profit Earned by Company for each transaction	30% of Profit Earned by Company for each transaction	20% / 50% of Profit Earned by Company for each transaction
Sales Team to Develop you business	No / Chargeable Basis	No / Chargeable Basis	60 + Business Person to develop your business
Digital Marketing Team to develop your Business	No / Chargeable Basis	No / Chargeable Basis	Yes (Refer Marketing Plan)

EXPECTED BUSINESS FROM PHOTON HR & TRAINING DIVISION BY 2020

■ BUSINESS IN LAKHS



	Your job is to	Your attention should be on	The business needs you to be
Business Partner	Think	Strategy	Co-Creative
Consultant	Manage	Operations	Proactive
Advisor	Deliver	Transactions	Productive

INTERESTED TO BE A PART WITH US

Please fix a appointment with Mr. Prosenjit @ 9391329900
and send your CV before coming for Interview to hr@photoninstruments.net



PHOTON INSTRUMENTS

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