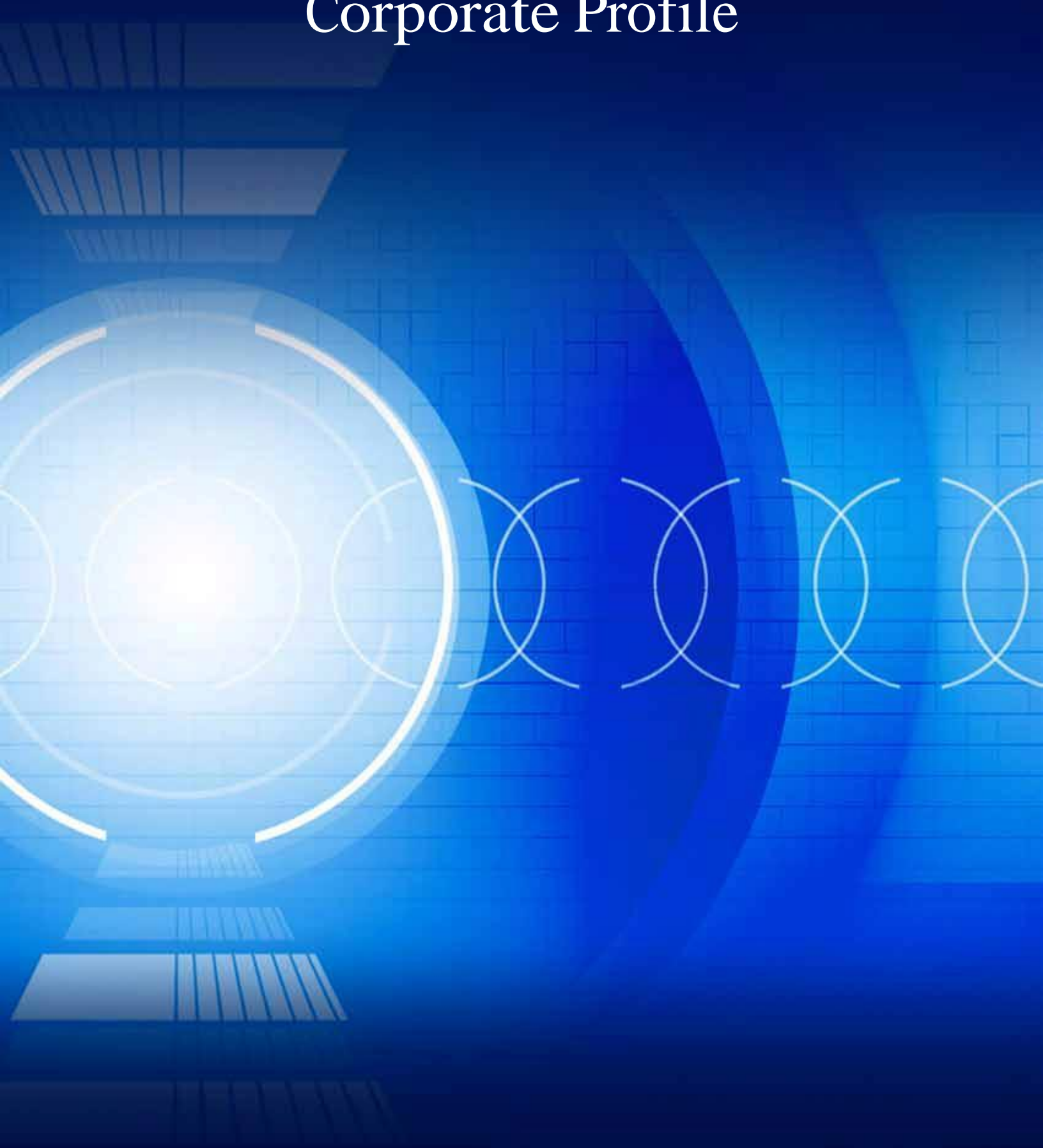


Corporate Profile



Neptune Consultants' Business Profile



WHO WE ARE

Any description of -who we are starts with our clients. Their confidence in and partnership with us inspires them to return to us and recommend us time and time again. We are grateful for their loyalty and continue with our commitment to find the leaders that ensure their success.

Our network - more than 5 offices in two countries - is staffed by those with an intimate understanding of the nuances of their particular markets. These Neptune professionals know the economic, political and cultural realities of their countries, with the added perspective of Neptune's global reach and knowledge.

Our approach to conducting searches is unified throughout our organization. And the added resources that come with our proprietary access to local knowledge enhance it.



WHAT WE ARE

With more than five offices in the India and Singapore, Neptune Consultants has the global resources and local-market expertise to help you attract and retain the most qualified professionals.

We provide outstanding consultative advice that helps organizations achieve their strategic staffing objectives. Our executive search services are exacting, timely and highly effective, and are specifically designed to help clients achieve their business goals.

Neptune Consultants serves clients with honesty and professionalism, and we are committed to maintaining the highest standard of integrity and business ethics.

Neptune Consultants works in close tandem with our clients' internal staffing organizations and line managers. We offer reliable, effective solutions to recruiting and resourcing challenges for a diverse range of organizations, from small, privately held start-ups to Global 2000 corporations.

Neptune continues to lead by working with companies to meet their talent and executive needs. We conduct searches by practice area and functional expertise. In addition to retained executive search, Neptune provides assistance to clients seeking board services, succession planning and consulting services, and interim management recruiting and middle management advertised search.



SETTING THE STANDARD

Neptune adheres to the search industry's highest standards to promote mutual candor and trust with our clients.

ETHICS

Our ethics are our foundation. While maintaining transparency with clients, sharing all candidate information, our Neptune professionals abide by the core value of confidentiality. The worldwide network of Neptune partners adheres to local laws and regulations in the countries where we work. As founders of the retained international executive search industry, we established and continue to lead the way in upholding these ethics.



Business Services

Through ongoing research conducted in support of our core functions, Neptune Consultants has cultivated a wealth of intelligence about numerous industries and markets. Our clients can leverage this knowledge base to identify merger and acquisition targets, find strategic partners, select distributors and acquire agents. We can also provide you with background information on key executives, furnish competitive data, perform benchmarking and offer market-specific compensation advice. Finally, we can help you assess an individual's suitability for particular assignments.

Human Capital Management

Neptune Consultants helps organizations develop optimal structures and processes for capitalizing on emerging opportunities and challenges. We evaluate the composition of boards and management teams, and recommend individual and group development plans for achieving long-term business objectives. Neptune Consultants also assists organizations with managing talent, both on a corporate and individual basis. We provide strategic human resources and organizational consulting services and can help you select appropriate psychometric tools for assessing candidates and evaluating teams.



It's All About Relationships

Neptune Consultants measures itself not just on the placement of individuals, but on the relationships it builds along the way. We cultivate a cohesive, client centered culture that ensures consistent quality, service and results -- regardless of geography or discipline.

By design, our business is focused on select client relationships in specific industries. This affords us access to the broadest possible universe of talent, prevents off limits conflicts and allows us to form enduring strategic partnerships with clients.

A significant percentage of Neptune Consultants' business results from client referrals and repeat business. In addition to reflecting our clients' level of satisfaction, this arrangement helps us form long-term, meaningful relationships with both organizations and potential candidates.

Our partnerships are diverse geographically and also present us the opportunity to cater to the fine-tuned demands of various business operations. Some of our major partners across a range of fields include –



Global Reach, Local Knowledge

Neptune Consultants is large enough to help clients meet their global recruiting needs, and small enough to offer intimate knowledge of discrete geographies. Our strength is in managing multi-country and global searches efficiently and effectively, as well as an ability to render helpful and objective intelligence around the world. We understand the challenges and dynamics of managing an enterprise across borders because we do so on a daily basis. Our global presence assures that all client assignments benefit from an understanding of local languages, customs and cultures.

Our consultants are highly capable within the respective geographies and industries they serve. Because of our global approach, Neptune Consultants' extremely high success rate provides the organizations we serve with the confidence to trust us with the most sensitive and complex recruiting challenges. We offer our services to leaders in:

- **Enterprise Software Product / Shared Services**
- **Telecom**
- **Internet & Media**

Other Areas :

- Healthcare , Pharmaceuticals & Life Sciences
- Automobiles & Engineering
- Heavy Engineering & Metals
- Banking & Financial Services
- Insurance
- BPOs and KPOs
- Energy, Oil, Gas & Utilities
- Consulting & Research Services
- Infrastructure & Real Estate
- Travel, Hospitality & Airlines

Client Success Stories

Every client has a unique story. Because each individual's background is different, we tailor our approach to his or her circumstances and skill set. But there is one story element that every Neptune engagement shares. —a satisfying conclusion to the engagement.

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The Management

Lalit Jhavar (Managing Partner – India/ Country Manager - Talentika)

Lalit is a Managing Partner of Neptune Consultants and has been active in executive search since last decade. His search experience has focused on a variety of senior-level assignments across a broad range of functional disciplines in Financial Services, Insurance and Industrial/Manufacturing companies. Before joining the firm, he was with Wipro InfoTech as Account Manager and managed the Enterprise Business across Asia Pacific region.

Krishna Priya Namboori

(Partner – Neptune/ Talentika) Delivery Head- Talentika.com

(Ex APAC Head HR- BMC Software)

Ashok Suyal

Global Head – RPO Product R & D

Ex – Global Head – Talent Acquisition – BMC

Amit Chandak, CA, Head

Finance

Pranjali Kedari

(Partner)

Operations Head (Ex RMG Manager – Wipro Technologies)

Poonam Ghodke

(Partner)

Practice Manager IT – Enterprise Software Business (RPO Business–Delivery)

Dr Sayli Patil

(Partner)

Healthcare & Life-sciences (Singapore)

Pooja Shinde

(Partner)

Healthcare & life Sciences

Balmeet Kaur Bagga
(Partner)
Banking, Transactional & Financial Services

Abhishek Dambe
(Partner)
Manufacturing, Automobiles, Auto Components & Ancillary

Swapna Gadgil
(Partner)
Lead-Investment & Retail Banking.

Accolades and Awards

The best testimony of our dedication to serve our clients to the very best of our abilities comes from the awards we have been honored with. The prestigious Infosys Merit Award (2010) and Cognizant Partner Award (2009) are proof of our unparalleled service to our partners.

Find us:

LinkedIn: <http://www.linkedin.com/company/neptuneconsultants>

URL: www.neptuneconsultants.com

URL: www.talentika.com

Their genuine interest in both the professional and personal needs of their clients makes Neptune a great resource and guide for people on both sides.

“Doors that had been closed to me were opened immediately. I can say, without hesitation, that if it were not for Neptune, I would not be with Synechron today” -
Kulwinder Singh – Director Communications.

