



IndoGlobal  
Group of Companies  
*IndoGenuity!*<sup>™</sup>

## About the IndoGlobal Group

Formed in the late 20th century, the IndoGlobal Group has in its centre, a holding company that is funded by international investors who have a background in niche consulting verticals in the internet domain. The holding company acts as an investor with an intention to capitalise on:

- Short term: The potential growth in emerging markets in the Services sector
- Mid-term: Emerging technologies in the Life Sciences, InfoTech and Media domains
- Long term: Financial & allied Services, Rural & Agro-based industries, and Retail



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The Group is investing in creating the right atmosphere by putting together a team of youthful, but experienced professionals, and providing them with:

- Modern infrastructure including working space, equipment, telecommunications, ongoing education and training programs for upgradation of skills
- The freedom to operate & take risks and
- The backing of this exercise with adequate working capital

The average age of an IndoGlobalite today is 30 years with an average education of 15 years. The cumulative experience at The IndoGlobal Group today is over 1,000 person years, where 81% of the individuals are graduates, 30% postgraduates and 3% with higher qualifications such as PhDs.

The total per capita investment of the Group in every IndoGlobalite is over US\$20,000. This demonstrates the Group's strong focus on its human assets, considering that the Group sees its future primarily in the Services sector.

## Our Values

It would be noteworthy to point out that where people are concerned one of the strongest foundations laid, is that of values. Despite having people of 4 different nationalities, speaking 18 different languages and practicing 6 different faiths, what binds all IndoGlobalites together, is a passion to excel, attention to detail and an inherent belief in the Group's vision which is to be: 'the best people to BUY from, SELL to, WORK with and BET on'. The IndoGlobal Group intends to conduct commercial enterprise in such a fashion so as to touch as many people in as many communities, in as many positive ways as possible.

The other extremely important emotion that every IndoGlobalite is filled with is a sense of urgency. Speed is the watch word for every assignment, every project and in fact every little action that fills the life of the IndoGlobalite personally and professionally. This would be evident from the fact that the Group has been growing at a phenomenal rate of 1,000% in the past 5 years and intends to turn over US\$1 billion in the next 5 years, purely in the Services sector.

From all accounts, the IndoGlobal Group is well on its way to become the global powerhouse of the 21st century and beyond.



[www.indoglobalgroup.com](http://www.indoglobalgroup.com)

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## Careers

The IndoGlobal Group is looking for people who identify themselves with this expansive and exacting vision of the future that is so passionately held within the Group.

If you are looking for an opportunity to use your skills in new ways, in an environment that promotes free thinking, presents extreme challenges and makes a real impact on the community around you in particular and humanity in general, then IndoGlobal is the place to be.

We are always on the lookout for exceptionally motivated, driven and self-starting individuals who dream big and have the inner confidence in their abilities to deliver and the courage to risk it.

We are looking for talented individuals with or without proven track records, who are

- Hardworking and hands-on
- Fast and flexible
- Performance-oriented
- Connected
- Ambitious
- and most importantly,
- Having the highest level of integrity whether they conduct themselves in private or public.

## The IndoGlobal Credo

IndoGlobal would like to build and maintain a collaborative work environment and culture by formulating a flexible yet efficient work ethic. Towards this mission, suitable policies are developed and implemented so that the IndoGlobal family of companies continues to:

- Provide equal opportunities without regard to race, colour, religion, marital status, national origin, gender, age, or disability;
- Foster, provide and review fairness across the board in responsibilities, atmosphere, deliverables and appraisals;
- Provide an ethical platform to fulfil professional and personal goals that are in line with the Group's vision;
- Create and demonstrate shared responsibility at all levels that fosters a participatory work environment, employee development and support for organisational values and professional behaviour;

- Use proactive, open and honest communication to share vision and direction with employees and others who have ownership;
- Recognise and reward measurable results;
- Respect each employee as a complete individual with different identities, abilities, life styles and family lives extending beyond the workplace, in the belief that each aspect plays an important part in the employee's contribution to furthering of the Group's vision.

## What we have to offer

- Intellectual challenges and stimulation
- Sharply defined reporting structures
- Cross industry / cross corporate coordination
- Free reign in setting up systems, teams from the ground up
- Exciting projects, creative freedom, and the chance to work with other creative and driven individuals
- A chance to be part of the fastest growing enterprise of the 21st century

## The IndoGlobal Group Personnel Policy

The IndoGlobal Group of companies will recruit people who will be entrepreneurial in their outlook. Individual companies within the group will offer its employees an environment where growth and learning will be offered and encouraged. Training will be provided to enable employees to grow personally and professionally in challenging environments. The belief that security of employment will be determined by the customers/clients and not by the employer will be fostered and furthered.

## Salaries

We pay better than Industry standards, and we don't consider industry standards to be our benchmarks. Individuals in our organisation/s get salaries that are progressive in accordance with professionalism and hard work; and match their experience, drive and attitude. The rewards you take home will be directly proportional to the value you bring to the organisation.

**We WILL discriminate in favour of survivors or engineers of spectacular flameouts. No, seriously! We believe that survivors of failed entrepreneurial ventures are most suitably gifted, and will be suited to be ideal IndoGlobalites, owing to their real life experience; and obviously their having survived to tell the tale.**



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## ● The IndoGlobal Group as of today

**INDOGLOBAL**  
T R A D E R S  
Trust as Cornerstone™



### **IndoGlobal Traders and Mercantile Services Private Limited (IGTMS)**

develops and markets a wide mix of products spanning Office Equipment, Paper, Tiles and Construction Equipment, Industrial Material, Media Storage Devices, Epoxy Resins, Electronics and Textiles. Our brands are egomate™, Blakkink™, Kolorr™, Dyceros™, IndoThreadz™ and Karbonn™.

**INDOGLOBAL**  
Health Sciences

Science :: Health :: Well-being™



**IndoGlobal Health Sciences Private Limited (IGHS)** is developing a new thrust towards export of indigenously manufactured pharmaceutical products including anti-HIV and anti-Tuberculosis drugs for the global markets. We currently export pharmaceuticals in bulk to China, the GCC countries and Africa. We are also aggressively entering the South American and the Eastern European markets with lifestyle drugs and ethical formulations.



**IndoGlobal Knowledge Ventures Private Limited (IGKV)** is a product company with domain expertise in Life Sciences industry. Its flagship product, ALCHEMIST™ helps R&D laboratories deploy a highly customisable and affordable solution-in-a-box. ALCHEMIST™ creates a knowledge management system for the enterprise that enables end-users to manage, share and use the IP generated from the pre-R&D stage to pre-production, leading to higher yields and better RoI. ALCHEMIST™ will release its first version in late 2007.

**IndoGlobal**  
AgroBioCulture  
The ABC of India's destiny™



**IndoGlobal AgroBioCulture Private Limited (IGABC)** envisions Corporate Agriculture as the next revolutionary business opportunity. Our land holdings (we are acquiring close to 3,000 acres on the Western coast of India) will be utilised to cultivate organic food produce, herbs, spices, cash crops and crop for generating alternate fuels. We have ambitious plans to enter other Agri Based enterprises such as Infrastructure Development Projects, Rural Banking and Primary Education & Healthcare in the near future.

**INDOGLOBAL**  
M E D I A  
Stand Apart™

**IndoGlobal Mass Media Private Limited (IGMM)** provides marketing communications strategies that focus on brand entry, positioning, pricing, image building besides publicity and advertising. We are aggressively seeking opportunities to invest in new media, theatre, films and other audio-visual channels.



**IndoGlobal Services Private Limited (IGSPL)** offers Legal, Human Resources, Administrative, Financial, Accounting, Secretarial and Back Office Services. We enable clients to focus on their core competencies and relieve them of the hassles of Back Office operations. This company will evolve into a globally competitive Investment Bank with a uniquely Indian perspective in the near future.



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## • The IndoGlobal Group as of today



**IndoGlobal Gulf FZC (IGFZC)** and **IndoGlobal Australia (IGAPL)** are the international centres of the IndoGlobal Group that reach out to Africa, Europe, Australia and the Middle Eastern countries, using either favourable tax structures (as in the UAE) or Free Trade Agreements with the developed world (as in Australia).



**IndoGlobal Intellectual Property (IGIP)** offers a wide variety of Services for the protection of intellectual property. Its Services include researching and investigating the availability of trademarks, copyrights, patents and registrations. It also offers specialised Services such as IP litigation and representing companies globally to safeguard their IP against infringement or fraud in India.



**The IndoGlobal Foundation (IGF)** (under formation) intends to promote rural entrepreneurship giving underprivileged youth a chance to innovate, implement their ideas and get an equal opportunity to prove their entrepreneurship in a growing market like India.



**The IndoGlobal Academy (IGA)** is being set up in the rural heartlands of India with a unique approach to education, by using the IndoGlobal way of life and set of values as curriculum, and marrying these to a sport such as Rugby for harnessing the already energetic and naturally physical abilities of the rural Indians, into building truly aggressive, ambitious and well-rounded/educated global citizens who would not only act as ambassadors to the IndoGlobal Group of Companies and its values, but also make our world a better place to live in.



**The IndoGlobal Citizen (IGC)** is a publication targeted at creating an unbiased, objective and adjective-neutral medium of dissemination of news. This publication will be launched by late 2007 and will have many firsts amongst which would be a distinctive algorithm that is easy to understand and implement, and which would allow the reader to cull out only those items that are relevant to him/her without much effort.



**The IndoGlobal Samurai** is a unique 'Ideas Laboratory' that is run with the cream of Team IndoGlobal in order to take on, build, operate and transfer new and high-risk commercial ventures/concepts/initiatives over to other Group companies, at low risk to themselves.



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