## 1. Objective

To attract, engage and develop top-tier engineering talent from premier institutions such as the **Indian Institute of Technology (IITs), Indian Institute of Information Technology (IIITs), National Institute of Technology (NITs), Birla Institute of Technology and Science (BITS) & National Institute of Construction Management and Research (NICMAR)** by offering them structured Graduate Engineer Trainee (GET) and Post Graduate Engineer Trainee (PGET) opportunities.

This policy aims to build a pipeline of high-performing technical professionals who can contribute to the organization's growth and innovation in the construction and infrastructure domain.

## 2. Scope

This policy governs the recruitment, training, deployment and career progression of Graduate Engineer Trainees (GETs) and Post Graduate Engineer Trainees (PGETs) hired from IITs, IIITs NITs, BITS and NICMAR across all business units of My Home Constructions Pvt, Ltd.
The scope of the program is multi-dimensional, covering project sites, corporate offices and strategic functions.

## 3. Eligibility Criteria

- • Candidates must be final-year students or recent graduates (within one academic year) from **IITs, NITs, BITS, IIITs or NICMAR**, holding a **B. Tech/B.E.** or **M. Tech/M.E/ACM** in Civil, Mechanical, Electrical, or allied engineering branches.
- Minimum academic requirement: CGPA of 7.0 (or equivalent) with no active backlogs at the time of joining.
- Candidates should exhibit strong analytical, leadership and teamwork skills demonstrated through projects, internships or academic achievements.

## 4. Recruitment Process

### 4.1 Campus Engagement
- HR & Technical teams shall identify target IITs/IIITs/NITs/BITS/NICMAR annually based on hiring needs.
- Engagement through pre-placement talks, internship programs and campus drives.

### 4.2 Selection Procedure
- **Stage 1:** Shortlisting based on academic performance.
- **Stage 2:** Technical Test / Group Discussion (as applicable).
- **Stage 3:** Technical Interview (Panel from Technical Teams).
- **Stage 4:** HR Interview & Final Offer Discussion.

| Prepared By | Recommended By: | Approved By: |
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| *[signature]* | *[signature]* | *[signature]* 12.12.25 |
| **VP (HR & ADMIN)** | **Director - Projects** | **Executive Vice Chairman** |

## 5. Offer & Compensation

**Designation:** Graduate Engineer Trainee (GET) / Post Graduate Engineer Trainee (PGET)
**Training Duration:** 12 months

Compensation Structure

| Category | Education Background | Monthly CTC (₹) |
|---|---|---|
| **GET – IIT** | B. Tech/B.E. from IIT | ₹50,000 |
| **GET – NIT/IIIT/BITS** | B. Tech/B.E. from NIT/IIIT/BITS | ₹45,000 |
| **PGET – Tier-II / Tier-III UG + IIT PG** | Graduation from non-premier institute & Post-Graduation (M. Tech/M.E.) from IIT | ₹50,000 |
| **PGET – IIT UG + IIT PG** | Both Graduation and Post-Graduation from IIT | ₹60,000 |
| **PGET – Tier-II / Tier-III UG + NIT/IIIT/BITS PG** | Graduation from non-premier institute & Post-Graduation (M. Tech/M.E.) from NIT/IIIT/BITS | ₹45,000 |
| **PGET – NIT/IIIT /BITS UG + NIT/IIIT/BITS PG** | Both Graduation and Post-Graduation from NIT/IIIT/BITS | ₹50,000 |
| **PGET - NICMAR** | Post -Graduation from NICMAR | ₹45,000 |

Selected candidates will **initially be engaged as Interns** with a **monthly stipend of ₹20,000** until submission and verification of all academic certificates. Based on their performance and feedback during the internship period, candidates may be appointed as Graduate Engineer Trainees (GETs) and Post Graduate Engineer Trainees (PGETs) with the compensation stated above.

## 7. Confirmation

- Upon successful completion of the training period, the GETs and PGETs shall undergo a final assessment (Interview).
- **Based on performance:**
  Graduate Engineer Trainees (GETs) will be confirmed as Engineers.
  Post Graduate Engineer Trainees (PGETs) will be confirmed as Senior Engineers
- Underperformers may have their training period extended or separated as per HR discretion.

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