



INFORMATION TECHNOLOGY



QUALCON



THE DATA WORLD

Information technology (IT) refers to everything that businesses use computers for. Information technology is building communications networks for a company, safeguarding data and information, creating and administering databases, helping employees troubleshoot problems with their computers or mobile devices, or doing a range of other work to ensure the efficiency and security of business information systems.

It's been said that data is what powers industries worldwide. That may be hyperbole, but few businesses -- large or small -- can remain competitive without the ability to collect data and turn it into useful information. IT provides the means to develop, process, analyze, exchange, store and secure information.

BUSINESSES

DAVIS INDEX



Davis Index, is the world's only market intelligence platform dedicated solely to scrap and recycled materials markets. A team of 40 full-time experts, located across the world, carry a cumulative industry experience of over 100 years. Our venturing into Information Technology has only added to Qualcon's pride. From former mill buyers and scrap sellers to traders and analysts, the team hones in on a vast array of experiences to deliver the most accurate market intelligence platform for recyclers, generators, and consumers of recycled material. Davis Index offers in-depth coverage of scrap metal markets in several countries around the world and will continue to rapidly expand this coverage into other regions, and materials. We deliver value to every single stakeholder in the recycling ecosystem, not just for metals, but across the material spectrum.



WORK INDEX



Work Index is an employment platform built around a score, called "Work Index", assigned to each person in the workforce. This score will be calculated basis various parameters depending on the background checks of the workforce and depending on their behaviour (offers accepted and rejected, average duration of employment per employer) to come up with an objective, holistic score that indicates the probable effectiveness of an individual to perform their duties in an organised work environment; predominantly for white-collared jobs. The score assigned to the individual is dynamic and it evolves based on the various positions the individual works at as well as his previous history in accepting and rejecting offer letters. Work Index plans to standardize the processes and functioning of the entire hiring process for all companies in India and eventually in other countries as well.





Scrap the Rest

**Our foundation
pillars and
differentiators.**

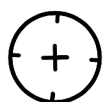


DAVIS INDEX.
Scrap the rest.

Canada (HQ) | India | Mexico | Singapore | Ukraine | USA



Davis Index provides price benchmarks for base metals, scrap metal, steel and secondary alloys that are not listed on exchanges but drive global trade. We produce more than 1,400 proprietary price indexes and carry metals futures prices and other reference data.



Accuracy leaders

Every index is trade normalized and weighted. Only indexes. No assessments.



Domestic lens

75 cities indexed in US, Canada, Mexico, India, UK, Germany, Holland, Belgium, Spain, Japan, Turkey.



Tech driven

Get our data through our customizable web platform, mobile apps, and APIs that can feed your ERPs.



Industrial services

Set up, execute and email vendor contracts from our platform. Data accuracy means better margins.



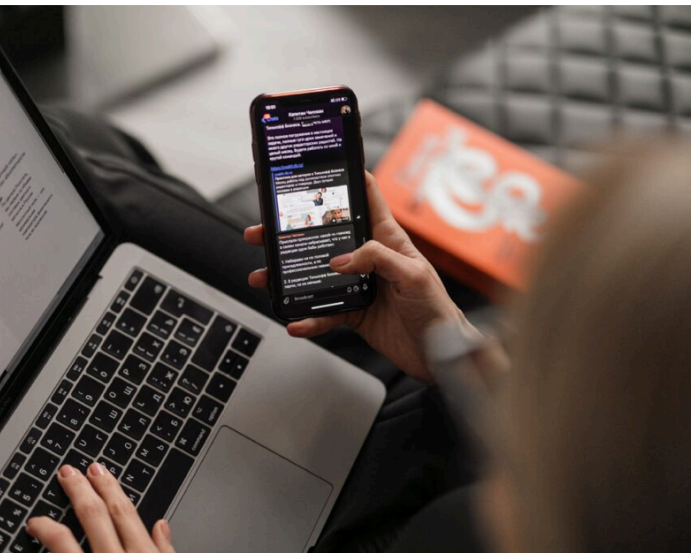
Exim experts

Daily bulk and container indexes. Every major fas and cfr port indexed for ferrous and non-ferrous.



Resource saver

Use tools inside Davis Index to calculate spreads, price material, trade materials, and visualize/analyze data.



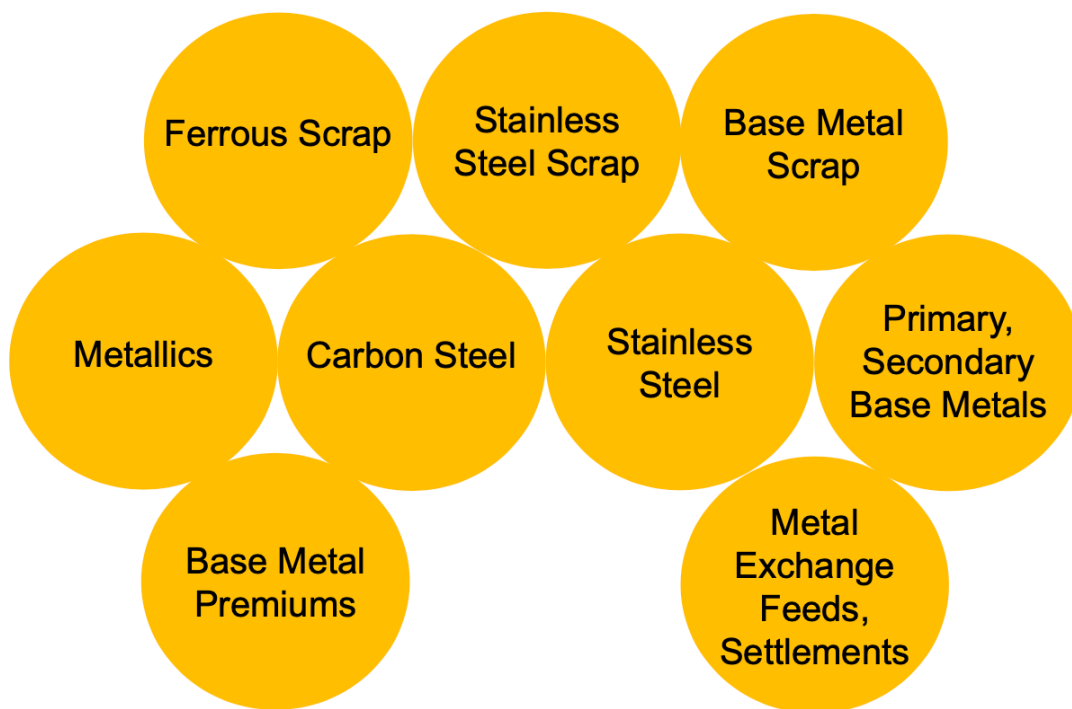
DATA COLLECTION

The indexing process is based on surveys of market participants such as producers, consumers, traders, and brokers. Davis analysts communicate with market participants to gather market data from them. Data from these sources are only used after factoring in source credibility, providing accurate information, role within the company, and reputation. Davis calls on all market participants to submit data that applies to its indexes. The more inputs an index receives, the more robust it becomes. Therefore, Davis will continuously strive to expand its sources.

DATA VERIFICATION

Davis analysts are given rigorous training to analyze the data gathered and received. Analysts are taught to determine whether the data qualifies for use in an index or requires more inquiry. For qualified data, analysts then apply index methodology to determine whether each data point is relevant to the index and should be utilized in the final calculation of that index. Every index is reviewed and evaluated by a manager prior to its publication. Market commentaries that accompany industry benchmarks include rationales that explain the index's movement.

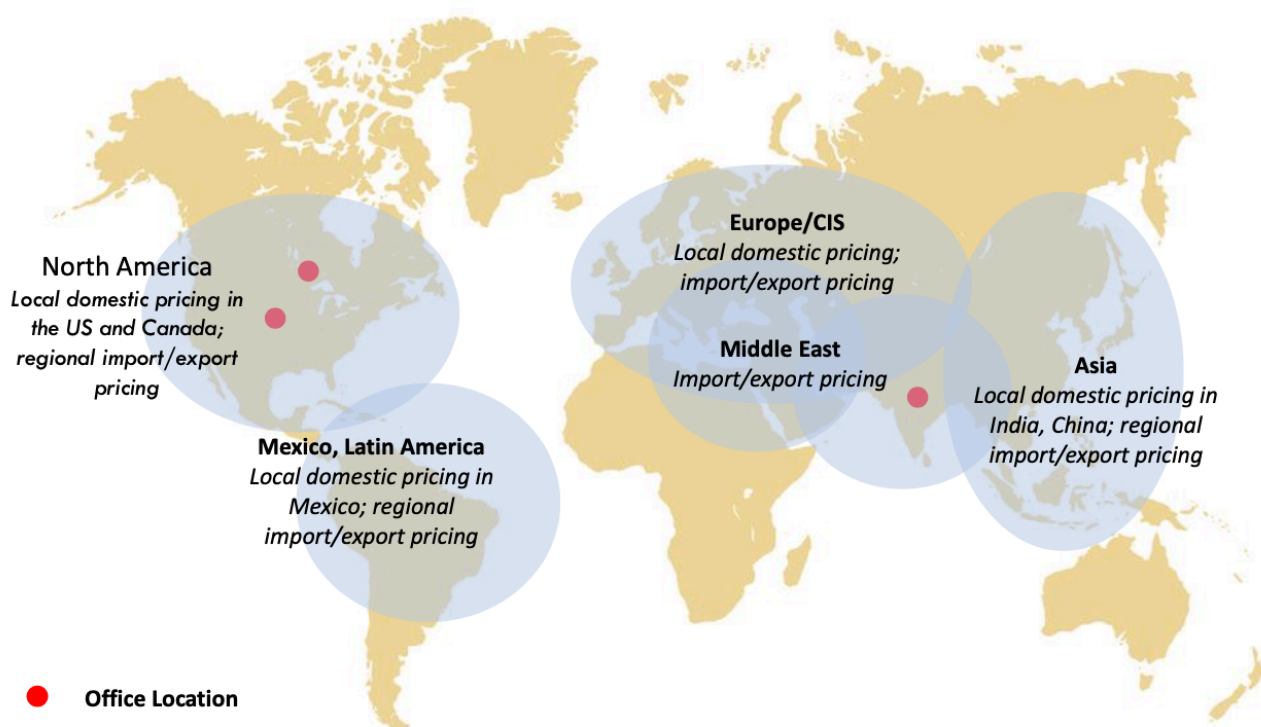




OPPORTUNITIES IN THE RECYCLING MARKET



e - Estimated, p - Projected



Types of customers

Davis Index's proprietary indexes and price benchmarks are used by a complete cross-section of the industry.



Manufacturers

Use index data in sales contracts of the scrap generated during the making of any metal-intensive product: from fencing to cars, and from hammers to airplanes.



Mills, smelters

To enter supply contracts with their raw material suppliers and/or end consumers, such as die-casters and auto OEMs.



Governments

Governments use price index data for duty and contract benchmarking. Analysts use data for margin, spread and trend analysis. And monitor daily news.



Exporters, Importers, Traders

To track markets daily and to lock in the margin using supply/sale contracts on monthly average price benchmarking.





WORK INDEX

THINK. WORK. ACHIEVE.

Revolutionizing Human Resources in India

www.workindex.in



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KEY OFFERINGS



Work Index is an employment platform built around a score, called "Work Index", assigned to each person in the workforce.



BACKGROUND VERIFICATION



OFFER LETTER GENERATION



INDEX AND BENCHMARKING



ANALYTICS AND REPORTS

HOW IT WORKS

THE WORK INDEX score will be calculated on the basis of various parameters depending on the background checks of the workforce and depending on their behaviour (offers accepted and rejected, average duration of employment per employer) to come up with an objective, holistic score that indicates the probable effectiveness of an individual to perform their duties in an organized work environment; predominantly for white-collared jobs.

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PROBLEM SOLVING

- Employees taking multiple job offers and joining a company without informing another company - this is costing companies in millions of dollars every year as pipelining becomes haywire.
- Forgery of documents of previous job experience - this is a common malpractice in India and due to this it becomes difficult to know the actual market value of a particular individual for the company.
- Unavailability of data for the actual employment stats at government level; means that policy making is a challenge, better data will lead to better planning
- Lack of data at company level to understand the geographies with relevant skills - this can help them take decisions on where to open offices (for example an IT company is better off putting up an office in Hinjewadi, Pune rather than in Kolhapur and this information does not come naturally to IT companies of US origin).
- Lack of a universal scoring method that is objective and transparent which will allow companies to hire effectively and make fewer mistakes.
- Lack of information to college students on the type of skills that have a high demand in the market, so that they can pick up those skills and improve their chances of getting hired
- Professors creating syllabus - do not have information on what technologies are being used in the industry, this will help the education system to upgrade quickly and be in complete tandem with the realities in the workplace.
- Many companies just have a word document or a template as an offer letter, there is no offer generation system being used that captures data and is storing it for later reference. This system will enable smaller organisations to be more organised and store employment data (past job offers and joining details) for future reference. Companies outside India hiring Indians will be able to vet Indian candidates.
- Absconding employees will now be revealed and tracked across the industry.

Post job requirement:

- Geography analytics on where required skillsets are concentrated
- Average candidate experience (in years) for advertised position
- Integrate Work Index score (employers should mandate that applicant submit Work Index score along with resume and cover letter)

Candidate submits application:

- Work Index plug in - Candidates can apply for job through Work Index app/portal since Work Index will already have updated resume, completed verification and updated Work Index score.
- Tools for CV appraisals where Work Index can help people build more effective resumes background verification



Job interview conducted:

- Providing a resources section with loads of content on interviewing tips, how to find candidates that fits the company's culture and so on

Candidates shortlisted for job:

- Employers will use Work Index scores as a key decision factor when shortlisting candidates

Job offer sent:

- Employers send offer letters through Work Index's offer generating system or inform Work Index of the offer letters they've sent so we can offer letter monitoring which will help employers know that their offer was rejected because the candidate accepted another offer.
- Candidate will have to reject a previous offer before accepting a new one.

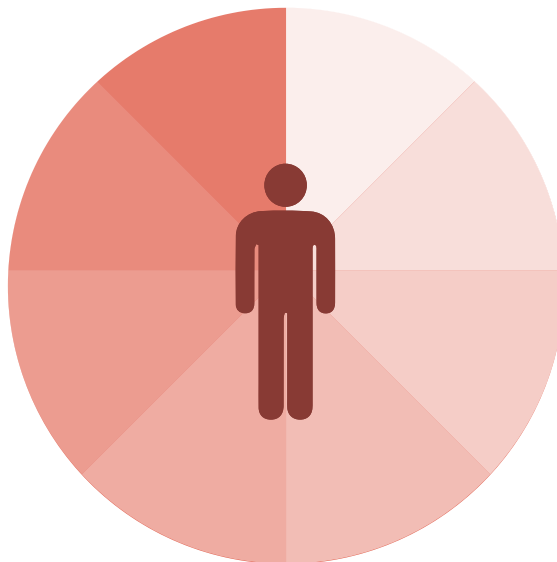
Onboarding:

- At this stage a candidate is employed. Work Index can offer prompts on score improvement like encouraging employees to partake in extra-curricular activities or certified courses to improve learning, value to employers and boost Work Index score.

Job exit:

- Employee updates resume to signal job end which goes into Work Index score of job duration weighting.

- Ethic score report (pdf)
- Job history
- Reference, academic & professional check report
- Job hopping history (Same/Cross Industry)
- Multiple industry job compatibility
- All India employment educational qualification report
- Employee Satisfaction report
- Company wise annual recruitment report
- Sector-wise employment growth report
- Analytics reports for current students & educational institutes for course offerings
- Trend of professions & industry growth report
- KYC update & criminal record check & report
- Companies or employers fair practice report
- Market overview on basis of geography, demographics & behavior
- Industry specific employee lifecycle
- Report for educational institutes to introduce new courses or designing curriculum.





QUALCON

Lotus House, Lane E,
North Main Road,
Near Prim Rose School
Koregaon Park,
Pune 411001

Tel : +91-20-67070700
Email: info@qualcon.org.in
Website: www.qualcon.org.in