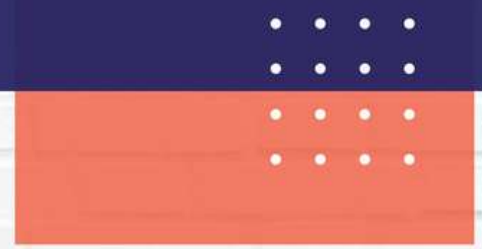


**EMONICS**<sup>®</sup>  
Connecting Talent

The Power of

**EMONICS** LLC

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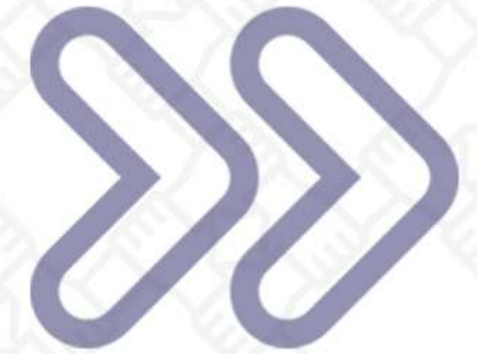
[www.emonics.com](http://www.emonics.com)

Follow us on:



# About Us:

Emonics LLC is a Certified Minority Business Enterprise as designated by the National Minority Supplier Diversity Council. The company has built its business organically with the breadth of services for the IT staffing industry. We create enterprise solutions through the expertise, experience and the power of our team.



## We Care for the Environment



## Creating a better place for People To Work



**EMONICS**  
Connecting Talent

# Trust

EMONICS LLC

What key qualities make your organization a great place to work? How do you create this unique environment and why do you do it?

**Emonics** is a great place to work because we care about our workers and encourage their growth. Financial, mental, physical and emotional needs are met. Emonics' employee rights and benefits, such as healthcare and insurance, mental health counselling, wellness initiatives, and parental leaves, foster a caring and supportive atmosphere. Our exceptional health service includes yearly checkups for female employees. Our forthcoming veteran employment programme ensures diversity. Emonics allows employees to switch careers. We encourage taking time off for birthdays, weddings, and anniversaries, and even have a "Family Day" at work.



"Health Day at Work"





As for workplace transparency, each team holds **monthly one-on-one meetings** between managers and employees and **quarterly meetings on a leadership level** to connect and confer.

Leaders and managers at **Emonics strictly avoid micromanagement**, and all **employees undergo training and workshops in team building, quality, and safety.**

For employee recognition: We send thank-you emails, offer incentives, and awards. Zumba, yoga, sports, talent shows, office potlucks, lunches, leisure activities, etc. increase staff morale. Emonics has videoconference happy hours and coffee chats to develop teamwork and friendship.

*"Rewarded Hyundai Venue Cars"*



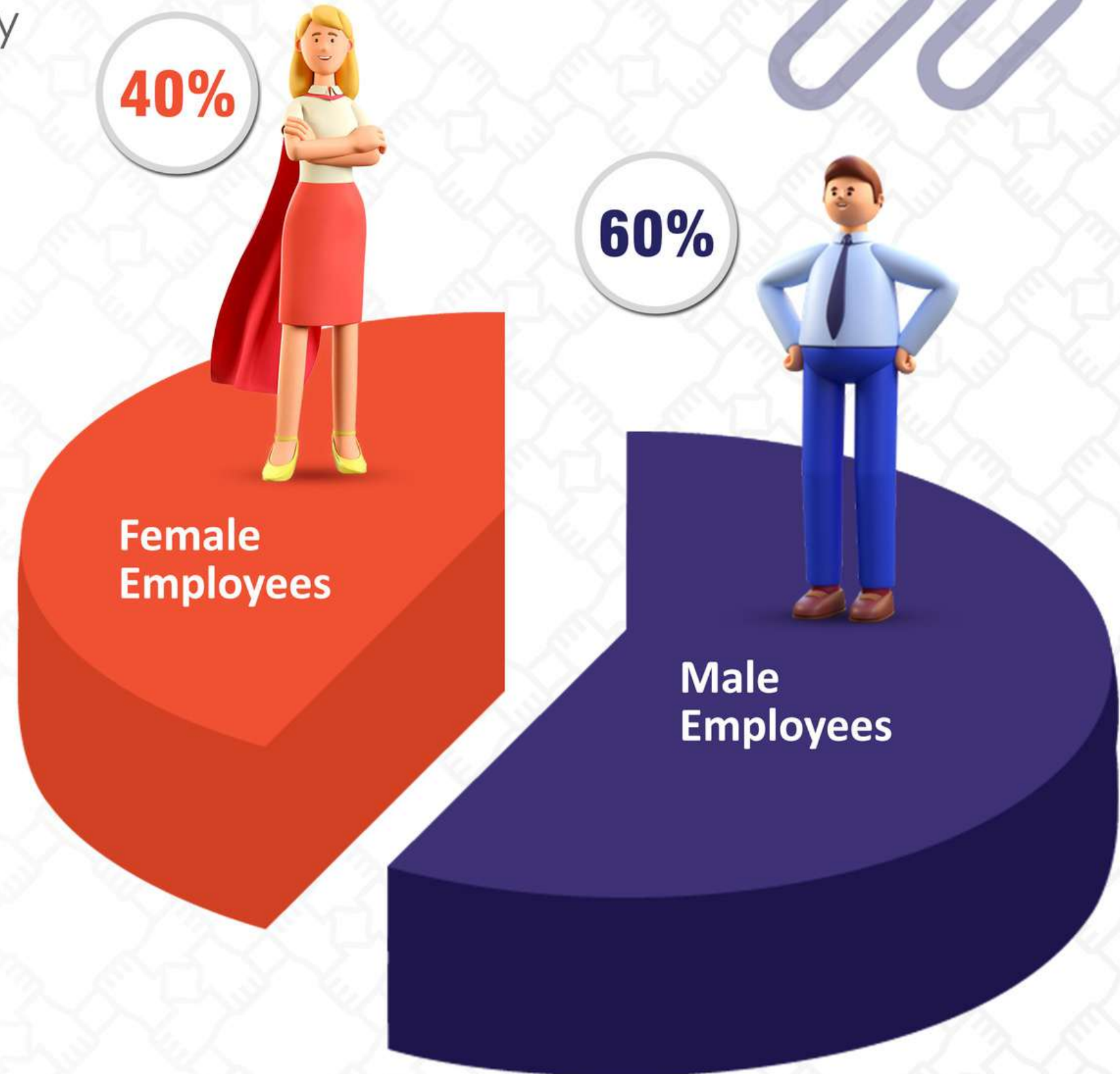
*"International Yoga Day Celebration"*



Emonics believes in equity and equal opportunity for everybody. Hence we introduced our Diversity, Equity, and Inclusion program. Our company's gender equality has improved thanks to this initiative. For example, several teams that are working at global levels (Human Resources, Digital Marketing, etc.) are led by our female employees. We aim to build a collaborative environment by following the model of the six Cs: connect, consider, communicate, create, confirm, and congratulate.

We at Emonics LLC promote an atmosphere of listening and encourage everyone to express their views, which is the cornerstone of our trust-based, respectful working relationships.

## Demographics of female and male pie chart Showing Percentage



We Create "**A Culture Of Care**" In our Organization Using 5 Methods.

We know that everyone wants to feel cared about. And therefore we have "Culture Of Care". Caring is a priority and compassion is in the company's DNA.



- » **Get to Know Your Team:** opportunities to give feedback.
- » **Invest in Your Culture:** Train employees so they can further their careers.
- » **Get referrals:** Incentivize current employees to discover new team members using a referral scheme.
- » We Offer well-being and mental health programs
- » **Celebrate Success:** Recognize employees' hard efforts often. Celebrate birthdays and anniversaries.



“Team Building Cultural Event”



“Office Potluck”



“Office Yoga Online Classes”



“Celebrating Halloween in the Office for Positive Culture”



# Maximizing Human Potential

How do you ensure everyone, regardless of who they are or what job they do, is a full member of your organization and can reach their highest potential?

Our managers and leaders use effective questioning to find employee potential and issue areas. Then, our leaders strengthened critical talents. Our leaders put strategies for strengthening crucial, necessary skills into practice.

Performance reviews help identify staff strengths and weaknesses to maximise potential and productivity. Our managers balance positive and negative feedback to make critical comments more impactful.





Our work benefits, flexible scheduling, and appreciation of hard work promote employee satisfaction, which boosts our productivity.

We know employees' benefit priorities vary by generation and tenure. For example, for baby boomers, receiving a pension may be more of a priority, while for Generation Z, working hours and leaves may be higher on the list. Keeping in mind each employee's preferences, we curate our benefits in a way that satisfies all potential aspects that should be addressed.



“Employee Appreciation Awards”



“Employee Recognition Awards”



Our flexible work-from-home schedule, pick-up and drop-off cabs for women, job transfer possibilities, mental health counselling, sanitary pad vending machine for women, early morning diner, annual treats, and more help our employees attain their best potential. >>

We maintain inclusivity amongst our employees through language tolerance, diversity training, and leadership accountability. This helps to make all employees comfortable and welcome regardless of their background. A warm, welcoming, and tolerant environment nurtures camaraderie and motivates our employees to give their best at work.



**Language Tolerance**

**Diversity Training**

**Leadership Accountability**

10 Emonics LLC | Great Place To Work 2022

Our company strongly believes in providing the freedom and opportunity to work according to one's preferences.

Which is why we support three kinds of different working modes:

- **in-person** (work from the office)
- **hybrid**, and
- **work from home** (remote)

*Emonics has videoconference happy hours and coffee chats to develop teamwork and friendship.*



“Work From Home”



“Work From Office”



“Hybrid Mode”



# Values

What are your organization's values or guiding principles? Please share three specific examples of how you have put them into practice.

Our primary goal is a healthy workplace. Without a fair, accepting, and progressive environment, our company wouldn't have flourished. We prioritize addressing employee wants and requirements. Emonics LLC's Diversity, Equity, and Inclusion project promotes equality in the workplace. Our 'Every Step Counts' project encourages staff to stay active, and we organise healthy competitions and frequent health check-ins.



EMONICS LLC

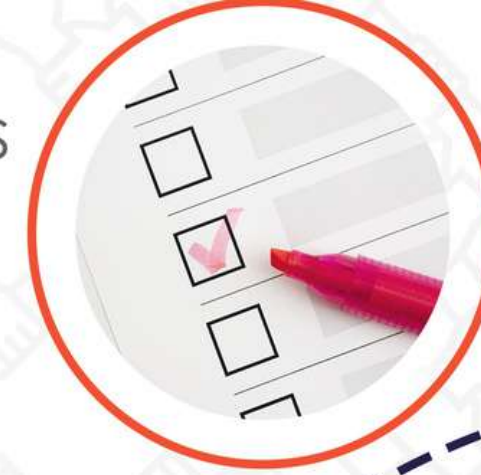


"Every Step Count: Health Challenge"



We value unity. We cherish pride, loyalty, and harmony. This motivates our staff to work hard to achieve common goals. Regular employee feedback forms promote teamwork and mutual learning.

Earth Day, Yoga Day, International Plastic Free Day, Beach/Park cleanups, Cancer awareness camps, Family Day, Awards recognition, Charitable events, and workshops help preserve team spirit and give back to the community while working collectively.



*“Corporate Social Responsibility: Giving back to the society”*



**BEFORE**



**AFTER**



*“Happy Earth Day Celebration”*



Emonics values uniqueness. We acknowledge everyone's efforts, growth, and triumphs. This builds trust in our team and makes employees feel heard. Our annual gifts to staff also promote unity.



Emonics strives to be eco-friendly and community-focused.

We take this subject seriously as evidenced by our Goa beach clean action, park cleans, Earth Day event, Humanitarian activities, visits to HIV positive children's organisations, cancer awareness activities, Yoga Day, and other events.

Additionally, our branch in Noida, India, is situated in a 'green' building which means it uses solar panels to preserve energy, no paper, and no plastic to support the environment.



Language tolerance, diversity training, leadership responsibility, and disability awareness promote employee inclusiveness.

This makes all employees, regardless of background, feel welcome. A warm, inviting, and inclusive workplace fosters camaraderie and stimulates our workers.



"Morning Eateries & Organic Breakfast"



"Healthy Office Breakfast"





# Leadership Effectiveness

EMONICS LLC

What is your strategy and philosophy for ensuring a successful business? How are strategy, business direction, and goals developed and communicated across the organization?

At Emonics, we believe that the best outcomes come from healthy competition. We make sure to research and pick up tips from our competitors to innovate and come up with nuanced ideas that we then implement and implement into action.

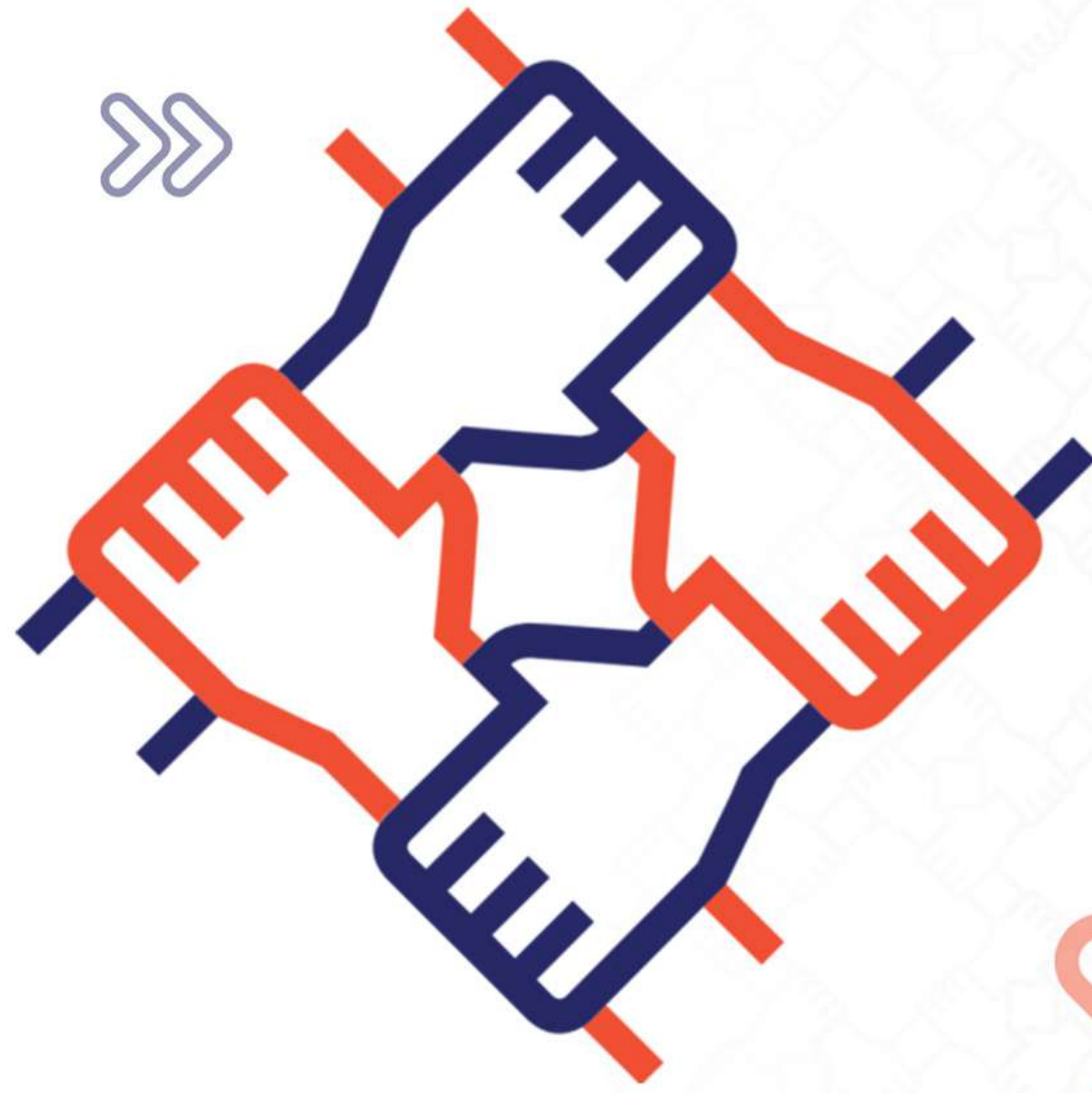
To implement our objectives and achieve our goals, we communicate in-person, by phone, and online at all organisational levels. Emonics employees have quarterly meetings, leadership feedback forms, recruiter training, employee training, and leadership training.



“Leadership Training”



As a firm expanding globally, our mission is to connect the right talent at the right time and place. Our company culture combines ideas, innovations, and goals. Our company culture is a melting pot of myriad ideas, innovations, and objectives. With several branches within the United States, Canada, Mexico, Europe, Asia, and beyond. We practise diversity and want to develop a global company culture where all employees strive towards a shared objective.



# Innovation By All

EMONICS LLC

How does your organization involve employees in developing new ideas and better ways of doing things that result in real improvements to your business performance?

Emonics believes diversity drives creativity. To increase employee satisfaction, leadership, and business culture we encourage feedback forms.

Employees can submit project ideas during regular meetings. Team leaders identify, implement, and reward the finest ideas.

Team leaders organise brainstorming sessions to boost innovation. Brainstorming promotes innovative thinking and team morale. Popcorn brainstorming, mind mapping, question storming, etc. Brainstorming encourages individual thought and gives the group great ideas.



Our impact metrics include efforts that Emonics makes towards humanitarian causes, our volunteering for environmental issues, employee feedback, and our global reach on social media.



# Bonus question

What bold act of leadership has your organization taken to improve the root conditions necessary to create great workplaces for all in your organization or the community at large?

At Emonics, we deeply care about the root conditions of our communities, which is why we continuously strive to push the boundaries of leadership and take bold initiatives.

For example, our Mumbai and Noida branches in India are entirely paperless, and we intend to extend being paperless for other branches in India and internationally. By eliminating paper, we promote sustainability within our company while giving back to the environment.

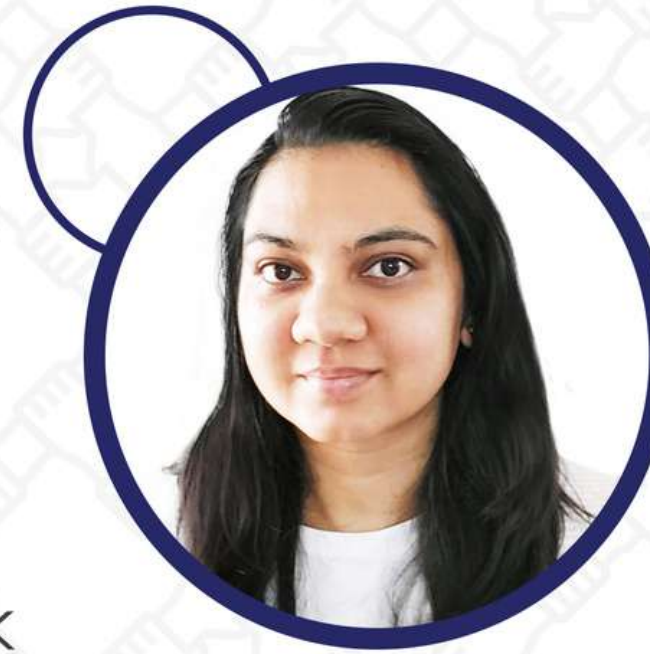


“Paperless Office”



Opening a branch in Goa displays bravery and boldness. Goa lacks the IT infrastructure of a major metropolis. Emonics launched a branch in Goa, famed for its tourism, to offer jobs and help the community. Goa has several notable beaches, thus our branch there undertakes beach cleanups. This keeps communities clean.

Emonics' leaders and pioneers believe in gender equality and breaking the glass ceiling, so we encourage more women to seek leadership roles. **We are proud to have female leadership in all fields as working mothers, with many global-level team managers being women.**



**Shivani Srivastava**  
(Head of Digital Marketing)



**Priyanka Tiwari**  
(Director)



**Rashi Batra**  
(Global Head - HR)

