Financial Services

Employees joining the Financial Services BU undergo in-house certification programs focusing on investment banking support, equity, fixed income, ESG, index and market research. In addition, the Financial Services division offers a host of technical training programs that are designed to help enhance analytical and presentation skills, as well as develop workflow and productivity tools for process optimization. Technical program offerings include but are not limited to advanced MS Excel tools, VBA, dashboard creation, and Python. Training content is highly conceptual and is accompanied by relevant practical case studies.

Fundamental Research

Evalueserve offers two key certification programs for employees working on fundamental research profiles: Evalueserve's Certified Equity Research Analyst program and the Certified Credit Research Analyst program.

Evalueserve's **Certified Equity Research Analyst (CERA)** program is a two-level program (induction and advanced) designed to equip employees joining the equity research function with skills that are vital for a successful career in equity analysis. It is delivered through a combination of instructor-led and mentorship sessions and focuses how to analyze and model company performance, determine company valuation, including the impact of quarterly performance, how to capture and summarize company and sector new flows, investment note writing, corporate actions pertaining to mergers, subsidiaries, joint ventures and associates, and sector specific knowledge development.

The **Certified Credit Research Analyst (CCRA)** induction program provides employees exposure to credit analysis and modelling tasks through a combination of instructor-led learnings and assignments. It covers critical aspects of credit research, including company financial performance analysis, debt securities risk, return and valuation basics, credit analysis – the 5 "Cs" of credit, credit modelling, credit scores, shadow ratings and traffic light systems, high yield, distressed debt, debt comparable analysis, credit notes, and tear sheets.

Investment Banking

Evalueserve offers two key certification programs for employees working on investment banking research profiles, Evalueserve's Certified Investment Banking Analyst program and the Certified Investment Research Analyst program

The **Certified Investment Banking Analyst** program is a two-level program (induction and advanced) designed to equip employees with an understanding of investment banking tasks performed by the "Street". It is offered through a combination of instructor-led training, in-class simulations, and mentorship, and focuses on basics of company financial performance analysis, company profiling, comparable company and debt analysis, company valuation, merger and LBO analysis, how investment bankers screen for targets and acquirers, pitch books, and sector-specific knowledge development.

The **Certified Investment Research Analyst** program is a three-level program (instructor led training + OJT + mentorship program) targeted at providing hands-on exposure to the library services function offered by investment banks and other financial institutions. It is designed to equip employees to perform business research in the most efficient and timely manner. The instructor-led training expose employees to conceptual learnings on capital markets, EIC analysis, equity and debt valuation terminologies, volume runs and league tables, and effective communication techniques.

The OJT focuses on enhancing employee knowledge of generic and sector-specific databases. The mentorship program is designed to equip employees with in-depth sector knowledge.

Index Research

Evalueserve's Quantitative Finance Program (QFP) is focused on the financial and technical skills that are essential for a successful role in index research. It includes a combination of instructor-led training, in-class assignments, projects and presentations, which offers a practical approach to developing basic knowledge on how indices function. The program exposes employees to the application of advanced Excel, VBA and SQL in investment analysis; time value of money concepts; fundamental investments including equities , fixed income, derivatives, and alternative investments (commodities and ETFs) and their index calculations and portfolio management.

ESG Research

The **ESG training** program is a learning platform aimed to help new hires obtain an understanding of the fundamentals of environmental, social, and governance (ESG) factors in sustainable investing and how they can fetch long-term benefits to industries, companies, and investors.

The program broadly covers company business segments analysis; screening company presence in exclusion activities; understanding a company's ESG practices in high-risk countries and trends in high-risk sectors, evaluating a company's environmental and social impact, as well as analyzing a company's governance structure and performance.

Market Intelligence

Evalueserve' **Market Intelligence** program focuses on primary and secondary research skills, macroeconomics, financial analysis, company profiles, industry research, and competitive benchmarking. The program is relevant for new hires joining the industry in market research roles.