

PRANIL RECRUITMENT SERVICES

Pranil Recruitment Services offers recruitment consultancy to businesses and corporate houses. We offer all types of manpower solutions across multiple industries, keeping abreast of latest industry trends and offer end to end manpower that meets the needs of client's requirements.

Pranil Recruitment Services has over a year of progressive experience in the recruitment sector. We mostly focus on quality recruitment solutions for junior, senior & top management positions in all verticals. Maintaining transparency & confidentiality of client & candidate has become our working pattern.

Our recruitment experts scan & verify all the required information in the first round of interview like family background, educational qualifications, experience and skills. After verifying they will proceed to the client round of interview.

We have an expertise in multiple industries like Sales and Marketing, Pharmaceuticals, Engineering, Information Technology (IT), BPO/KPO, Banking, Accounting, Finance, Supply Chain Management, Retail/Store, Educational and Logistics. We offer multiple manpower options to our clients from Junior level (SSC to Graduates/Post/Masters) to senior level executives and from temporary to permanent employment.

Pranil Recruitment Services knows very well that every organization has its own nuances in Culture, Management Style, Size & Scale, Products/Services, Hiring Patterns, Compensation & Benefits etc. and would have unique expectations from us, hence we understand that "One Size Fits All" strategy will not be successful in our endeavor to provide the responsive delivery to our clients who are looking for the best manpower services in Ahmedabad and other cities in India.

Service Agreement (2024-2025)

This agreement (Hereinafter referred to as SERVICE AGREEMENT) is made on between **Pranil Recruitment Services**. And Untitled Advertising

hereinafter referred to as the Client having an office at 203, Sidcup Tower, Race Course, Gautam Nagar, Vadiwadi, Vadodara, Gujarat 390007, India

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IN CONSIDERATION OF THE TERMS AND CONDITIONS HEREINAFTER SET FORTH, THE COMPANY AND THE CLIENT AGREE AS FOLLOWS:

1. General Terms

- a. The company shall be responsible to share a valid and appropriate JOB DESCRIPTION before our recruitment begins that too on e-mail.
- b. Once suitable resumes are shared to your company, we may expect feedback on the same within 72 hours excluding Saturday and Sunday so that the candidates are given an update.
- c. The recruitment team would refer suitable candidates based on the requirements and specifications given by the Client from time to time for various skill sets and levels.
- d. The recruitment team would carry out the preliminary screening of candidates as per the process of recruitment against the requirements and refers only those candidates who fulfil the minimum criterion.
- e. The recruitment team would ensure that the candidates would be available for the interview/meeting on the date and time specified by Client.
- f. The recruitment team would add value by motivating shortlisted candidates to join the company at earliest possible joining date.

2. PROFESSIONAL CHARGES

- a. The Company would charge Professional fees only one time that is @ **6% of candidate's Annual Salary** for middle management recruitment.
- b. The Company will invoice the client immediately (After 30 Days from Date of Joining) on selection of the candidate. Payment to The Company will be made after 30 days date of joining candidate.

3. CANDIDATE HIRING PROHIBITION AGREEMENT

- a. If any candidate provided by us (Pranil Recruitment services) is not selected or is terminated within the first month from the date of joining, the agent company to whom we have supplied the candidate shall be prohibited from hiring that particular candidate (Candidates) for a period of three months from the date of contract, job offer, or selection process.

4. REPLACEMENT

- a. In the event of a resignation by a candidate, within three (90 days) month's period of joining, the Company shall provide a replacement, free of cost, on the following condition/s:
- If the resignation by the candidate, is within three months of joining, one replacement would be made at earliest from the date of the candidate's resignation.
 - On completion of any particular project/downsizing/termination from your side and the services of the candidate are terminated, the Company would not provide any free replacement and payment as agreed.

5. FEEDBACK

- a. The feedback on the resumes forwarded to the client will be provided to the company within 24 hours of receiving the same by the client side via email only including reasons for short listing the candidates as well as for rejecting them.
- b. We may not arrange the interviews for any candidate, where short listing has not been communicated to us within 2 days.

6. NON SOLICITATION - The Company will not solicit the client's immediate/current employees.

7. TERMINATION

- a. This agreement shall be deemed to be terminated by the Client if The Recruitment Company does not receive payment on time.
- b. In other circumstances the service provider may terminate this agreement by giving notice in writing to The Company. Termination will take effect on acknowledgment of receipt by The Company of such notice. The notice of termination, which must include all references, may be sent by facsimile, regular mail or hand delivery.
- c. The Service Provider may terminate this agreement immediately without notice if the Client breaches this agreement i.e.:
1. Non-selection of candidates if bulk resumes are given to the firm and interviews have been conducted.
 2. If company refuses to obey this given and signed contract.
 3. If under any circumstances, the client company coordinates directly with candidates without

keeping recruitment firm in loop.

4. Not responding to the recruitment company, we shall mail and will terminate working with you.

- d. If any candidate provided by us (Pranil Recruitment services) is not selected or is terminated within the first month from the date of joining, the agent company to whom we have supplied the candidate shall be prohibited from hiring that particular candidate (Candidates) for a period of three months from the date of contract, job offer, or selection process.

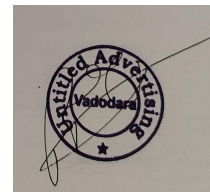
8. References - If any candidate are referred by The Recruitment Company, they would be asked to provide some personal references at the time of interview to the client company, the same would be treated as referred by The Recruitment Company.

9. Successors - This agreement shall be binding on and inure to the benefit of each party, their heirs, executors, legal representatives, successors and permitted assignees.

10. Non Exclusiveness - The Company understands that Client engages with the company on non-exclusive basis and client may engage the other staffing solution company.

11. Jurisdiction - Any dispute (if arises) would only be subjected to Ahmedabad's Jurisdiction only.

WE (PRANIL RECRUITMENT SERVICES) AGREE TO ABIDE BY THE TERMS AND CONDITIONS AS STIPULATED IN THE SERVICE AGREEMENT.



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(AUTHORIZED SIGNATORY)

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(AUTHORIZED SIGNATORY)



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+91 73832-99556, 73839-96779
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For Pranil Recruitment Services,
Name: Preeti Tripathi
Designation: HR manager
Contact- +91 7383299556

EMAIL - hr@pranilrecruitment.com

Kindly let us have the copy duly signed as a token of your acceptance of the above terms and conditions.

Pranil Recruitment Services
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