

## REYNA SOLUTIONS LLP.

### INCENTIVE PLAN-2022

The purpose of an Incentive Compensation Plan is to motivate and reward key employees for accomplishing individual performance goals established under the business targets of the organization and Company.

CONTRACT HIRES		PERMANENT HIRES	
Gross Profit	Incentive Amount	Gross Profit	Incentive Amount
20-40 K	INR 3000.00	25-50 K	INR 1500.00
40-60 K	INR 4000.00	51-70 K	INR 2500.00
60-80 K	INR 5000.00	71K - 1 Lakh	INR 3000.00
		1.01 - 1.5 Lakh	INR 4000.00
		1.51- 3 Lakh	INR 7000.00
		3 Lakh+	INR 15,000.00
BONANZA- IN A QUARTER			
6 Hires	INR 3000.00		
7 hires	INR 5000.00		
8+ hires	INR 8,000.00		
FOR ARCHE/REYNA IN-HOUSE HIRING		INCENTIVE AMOUNT	
3-6 LPA		INR 1,500.00	
6-12 LPA		INR 2,000.00	
12-18 LPA		INR 3,000.00	
18-26 LPA		INR 4,500.00	

\*Incentives will be calculated on per hire.

- ◆ Incentives will be released on as per the flat amount for both contractual and permanent hires. There will not be any recurring incentives.
- ◆ For getting incentive hired candidate by recruiter has to complete 3 months. If candidate leaves before completing 3 months, given incentives will be adjusted and debited from the future incentives.
- ◆ Incentives will be released after contract candidates complete 2 months and permanent hire candidate completes 3 months.
- ◆ It is required that from the date of joining of the recruiter in first 45 day he/she has 2 joiners. If performance will not be up to the mark there will be 15 days of performance improvement plan will be given by the manager. Still it will not be improved management can the decision for he/she employment with Reyna.

### CRITERIA & PARAMETER TO EARN THE INCENTIVE

Criteria to meet	Percentage
Attendance	85%
Submission Targets	90%
Interviews	85%
Closures/Hires	90%
Manager's Assessment	85%

### CONDITIONS FOR RECEIVING PAYMENT:

No incentive will be paid to any employee if employment is terminated, whether voluntary or involuntary, prior to the actual payment distribution date. However, the Company retains the authority to make exceptions to the foregoing policy in unusual or meritorious cases including, but not limited to, the death of an employee during the fiscal year, termination of employment due to total or partial disability, call to active military service, or retirement with the written consent of the Company.

### PLEASE NOTE:

Bonus compensation under the Plan is not an integral part of an employee's compensation package. An employee's base salary compensates the employee for the expected results of any given job. Payment of the bonus compensation is at the discretion of the Company. The Company reserves the right to review, amend, suspend, and/or terminate the Plan, the incentive calculation formulas, and other aspects of the MIP at any time. Plan changes will be based on a determination of the Company's business needs, however, do not require prior notification or explanation to eligible employees.

An employee's participation in the Plan shall not be construed as an employment contract or as a promise of continuing employment between Arche Softronix PVT. LTD. (Reyna Solutions LLP) and the employee. Employment with Arche Softronix PVT. LTD. (Reyna Solutions LLP) is terminable at will. Either the employee or Arche Softronix PVT. LTD. (Reyna Solutions LLP) may terminate the relationship without cause or for any reason at any time.

IN WITNESS WHERE OF, THE PARTIES THROUGH THEIR AUTHORIZED SIGNATORIES HERE TO HAVE EXECUTED THIS AGREEMENT AS OF THE DATE FIRST ABOVE WRITTEN.

### REYNA SOLUTIONS LLP



**HR & Operations**  
**RITISHA PATEL**

NAME :

DATE :

SIGNATURE :

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