



GHARPAYY Annexure A

During your tenure with Gharpayy, you will be governed by the following terms and conditions. These policies are designed to ensure efficiency, accountability, and seamless operations. Gharpayy reserves the right to modify these terms as necessary to align with business needs and industry best practices.

1. Commitment & Reporting

Gharpayy thrives on dedication and active participation. As a valued team member, you are expected to contribute meaningfully to the company's growth. Consistency and transparency in communication are essential for maintaining productivity.

You must inform your mentor in advance about any upcoming personal commitments that might affect your work schedule. Regular mentor sessions will be held to track your progress, address challenges, and optimize performance. These sessions are crucial for aligning your efforts with Gharpayy's goals.

2. Work Location & Office Presence

To maintain collaboration and efficiency, all work must be conducted from the office. Remote work is not permitted unless explicitly approved. Your physical presence ensures seamless coordination with colleagues and contributes to a dynamic work environment.

Additionally, submitting a **Daily End-of-Day (EOD) report** is **mandatory**. This report serves as a critical checkpoint to evaluate daily progress, address roadblocks, and maintain a structured workflow. First Stipend On 37th working day & then every 30th day.

3. Confidentiality & Intellectual Property

All work produced for Gharpayy remains the company's intellectual property. You are strictly prohibited from sharing confidential company insights, project details, or operational strategies externally. This includes, but is not limited to, discussions on social media, blogs, or casual conversations.

Any leave requests must be formally submitted to HR at least **two days in advance** to ensure smooth workflow planning. Emergency leave must be reported as soon as possible with valid justification.

4. Data Security & Compliance

Ensuring the security of company, tenant, and client data is of utmost priority. Gharpayy follows a **zero-tolerance** policy for any breaches of data security.

Upon exit from the company, you must return all company-related data, including files, reports, and login credentials. You must also remove any Gharpayy-related information from personal devices. Failure to comply may result in legal consequences.

Additionally, if you exit the company within **20 days of joining**, your **Full-and-Final (FNF) settlement will not be processed**. This policy is in place to prevent misuse of resources and ensure commitment from employees.

U5. Professional Conduct

Professionalism is non-negotiable at Gharpayy. You are expected to maintain the highest standards of integrity, respect, and cooperation in all interactions. Whether dealing with colleagues, mentors, or clients, maintaining a professional demeanor is essential to uphold Gharpayy's reputation.

6. Exclusive Engagement

Your role at Gharpayy requires your full professional attention. Engaging in parallel employment, consultancy, or advisory roles is strictly prohibited unless explicitly approved in writing by the management. Any violation of this policy may result in immediate termination.

7. Innovation & Performance Expectations

Creativity and problem-solving are at the heart of Gharpayy's culture. Employees who proactively contribute innovative solutions are recognized and rewarded.

A **SIM card and a laptop** are mandatory prerequisites for all roles. This ensures seamless communication and execution of tasks.

Additionally, a **proactive feedback culture** is encouraged—both in receiving and providing constructive input. This enables continuous improvement and better alignment with company objectives.

WORK SCHEDULE & PAY STRUCTURE

1. Work Hours & Weekly Off

You are required to work **six days a week**, with **Tuesday as the designated weekly off**.

- **Work Hours:** sharp 10:25 AM – 8:00 PM (60 minutes break)

2. Pay & Growth Path

(online, else Bangalore)

- **Stipend:** ₹4,000 per month
- After two month, upgraded to 6k based on evaluation & Performance
- atleast 3 months duration.
- Bonus if great. Even on 1st month

GHARPAYY GROWTH STRATEGY – SIMPLE. FAST. EFFECTIVE.

1. Customer Engagement – Make Every Interaction Count

Speed is the key to winning in this business. The faster we act, the more conversions we secure.

Instead of aggressively selling, we believe in guiding customers. Providing clear, relevant information helps them make informed decisions, ultimately leading to better conversions. The goal is always to simplify choices and drive the conversation toward a **"Yes."**

2. On-Ground Tenant Interaction – Close Deals, Not Just Conversations

To maximize success, we focus on high-conversion zones such as **Koramangala and Yeshwanthpur**. Leads are prequalified to ensure minimal effort is wasted on low-potential prospects.

Decisiveness is crucial. Once a lead shows intent, we must move swiftly to secure their commitment. Delays lead to lost opportunities.

3. Lead Conversion & Profit Management

A strong business thrives on efficiency. This means balancing lead generation with revenue management. Every interaction should contribute to both short-term and long-term growth.

Pre-booking is a key strategy in reducing friction and securing tenants early. The earlier a prospect is locked in, the smoother the onboarding process.

Additionally, leveraging referrals and online reviews helps drive organic conversions, reducing reliance on paid advertising.

4. Social Media & Network Effects – Visibility is Everything

Every successful transaction should be showcased. Customer testimonials and success stories help build trust and establish Gharpayy as a reliable brand.

Simple yet impactful content ensures high engagement. Trust-building accelerates the conversion process, making potential tenants more likely to commit quickly.

5. Hyperlocal Growth – Own Your Market

A deep understanding of the locality gives us a competitive edge. Being well-versed with market trends, tenant preferences, and common objections enables us to preemptively address concerns and streamline conversions.

Adaptability is key. As market conditions shift, we must continuously refine our strategies to maintain dominance in our target areas.

HOW TO WIN AT GHARPAYY

- ✓ **Act Fast.** Momentum drives success.
 - ✓ **Listen First.** Understanding customer needs leads to better conversions.
 - ✓ **Simplify.** Less complexity, more action.
 - ✓ **Own It.** No excuses, only results.
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THE GHARPAYY MINDSET: JUST DO IT.

Decide. Execute. Win. Let's grow. 🚀

OFFER ACCEPTANCE

This offer letter is valid only if you confirm acceptance via email. Failure to do so will result in withdrawal of the offer WITHIN 6 HOURS. Cc HR@GHARPAYY.COM & gharpayy@gmail.com with your aadhar card. Pan card too if available

Welcome to Gharpayy – let's build something great together!