

Recruiter Incentive Policy

1. Objective

To motivate and reward recruiters for successful placements that contribute to the company's growth, while ensuring the quality and retention of hired Employees

2. Eligibility Criteria

The recruiter will be eligible for an incentive only when the hired Employee:

- Is successfully placed with a client as a Full Time Employee (FTE) or Consultant.
- Must be billable to the client for 60 consecutive calendar days following their joining date.
- Is not terminated or resigned during the initial 60-day period.
- Is actively contributing and not on bench or unbilled status during the 60-day period.
- If the candidate is placed in the Support department, the recruiter becomes eligible only after the referred employee successfully completes Probation with demonstrated good conduct.

3. Incentive Amount

The incentive amount will be ₹10,000 per successful hire, provided the candidate completes 60 days in a billable status with the client.

Disbursement Timeline

- Incentives will be processed in the next payroll cycle following the Employee's successful completion of 60 days in a billable role.
- The recruiter must submit updates to the HR/Accounts team for incentive processing.

Exclusions:

Recruiters will not be eligible for the incentive if:

- The Hired Employee is terminated/resigned/put on hold within 60 days.
- The Employee is not billable to the client during the evaluation period.
- The hire was not directly sourced or closed by the recruiter in question (as per internal records).

General Terms:

- The company reserves the right to amend or terminate the policy at its discretion with prior notice.
- All disputes regarding eligibility and payment will be resolved by the HR and Finance departments, and their decision will be final.