

## 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.