**Incentive Sheet – Rakesh**

As per discussion, the **Monthly Target** from **1st July** shall be 5,00,000

|  |  |  |  |
| --- | --- | --- | --- |
| **Target Achieved** | **Less than 60%** | **60% of Target** | **100% Above** |
| Salary to be transferred | Salary will be per Target Achieved\* | 100% Salary on 60% of 500,000  Rs. 300,000 | 3% Incentive of overachieved Target difference.. |

**Quarterly Incentive**

|  |  |
| --- | --- |
| Quarterly Incentive | July Aug Sep  Oct Nov Dec  Jan Feb March |
| 20,00,000 (Twenty Lacs only) | Rs.15,000 |
|  | **Less TDS** |

**Online Reviews**

|  |  |
| --- | --- |
| 1 Positive review in Just Dial / Facebook /google+ | Rs.100 / post |
|  |  |
| 1 Negative review or compliant from lead/ client, till the time review is not edited by the reviewer. | Rs.1500 will be deducted |

**Example**

ABC Employee makes Sales of Rs. 600,000, i.e. ABC has achieved above 100%

Incentive calculation will be 6,00,000 – 5,00,000 = 1,00,000

Incentive will be 1,00,000 \* 5% = 5000

\* Denotes that person will get salary equitant to the target percentage achieved. Let’s say if he/she achieved 55% of the target then 55% of salary will be transferred.

\* In case you will not be able to achieve 60% of your total target, you will not be eligible for the incentive.

**Important Notes on Page 2**

**Notes**

1. Any Refund from Company (due to any reason) or proved that you gave false or misleading information (and the consultant had no written approval for that case),

We shall deduct **Rs.5000 (Five Thousand) from Salary**.

1. Any compliant, Negative Review form **Lead** , for any Sales consultants of his assigned **Lead** & proved that you gave false or misleading information (and the consultant had no written records for his innocence ) , We shall deduct Rs.2500 (Five Thousand) from Salary.  
   (Clause 3 is for Leads only , for Clients we re liable)
2. Assigned Lead has to be followed on same day , with 24 hours. Failure to do Incentive will not be applicable.
3. The Leads which are Converted/ finalised by Principal Consultant helps,

Shall be taken as ½ (Half) sale, means 2 sales signed by Principal Consultant shall be taken as **1 sale** only.

1. If more than 50% Retainer is collected from **references leads** then the incentive will be shared as 50% only.
2. Incentive for Canada & Australia shall be shared after 1 month.

Example July Incentive shall be released in September Salary.

1. Quarterly Incentive Shall be shared in

July+ Aug+ September in Oct,

October+ November+ December in Jan,

January + February + March in April

April + May + June in July

1. Incentive plan shall be revised from time to time.

**CANADA Incentive Plan**

1. **Rs.1,50,000 or 6 sales – Rs.3000 Incentive**
2. **Rs. 200,000 Sales – Rs 4000 Incentive**
3. **Rs. 400,000 Sales – Rs.6000 Incentive**

**In above points B & C (Point 5 is applicable) , not in A Point.**

Tuesday, 07 August 2018  
Sign & Accepted\_\_\_\_\_\_\_\_\_\_\_ Director Sign