

Technical Teams

Incentive Program for Technical Resources

Trials Based incentives

Whenever a resource converts a trial (Paid/ free) the resource working with the client will be eligible for the incentives as per the below-provided structure.

Tenure	Service Type	Amount (INR)
Long Term (3 Months and services are carried forward to 04 th month)	Full Time	3000
	Part-Time	2000
	Ad-Hoc (40 hours per month)	1000

- A trial is deemed successful—upon receipt and payment of the contract from the client.
- The bonus shall be paid immediately, (i.e., added to the immediate next salary reimbursement. For instance, if the client is 'won' on the 30th of Dec 2022, then the bonus shall be paid on the 7th of Feb 2023).

Clients Tenure Based Incentives

If any client services complete 4 months with (VE/TeckValley) the resource working will be eligible for the incentives as per the below-provided structure.

Tenure	Service Type	Amount (INR)
Long Term (3 Months and services are carried forward to 04 th month)	Full Time	8000
	Part-Time	5000
	Ad-Hoc (40 hours per month)	1500

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Up/Cross-Selling & referrals

If any of the resources upsell/cross-sell the services to the clients will be eligible for the incentives as per the below-mentioned structure.

Tenure	Service Type	Amount (INR)
Long Term (3 Months and services are carried forward to 04 th month)	Full Time	25,000
	Part-Time	15,000
	Ad-Hoc	5000

- The up-selling & cross-selling must be intimated by VE—when intimated by the client there shall be no bonus.
- The above upselling/cross-selling bonus plan will be equally applicable for client referrals, i.e., where a client refers VE's service to someone in their professional network, (again provided the referral is a direct result of your efforts and not an action that was taken by the client independently.
- All supporting documentation needs to be presented to avail the bonus under **Up/Cross-Selling & referrals** incentive criteria.

Please note:

- Where appropriate, documented and supporting evidence will be required to redeem bonuses and any unforeseen grey areas shall be adjudicated at the sole discretion of management.
- Upon successful goal completion—bonuses shall be applied to the next immediate payroll.
- This plan is applicable from 01st December to 28th Feb 2023 only.

Disclaimer—This plan is only a pilot—accordingly all stakeholders are expected to act in good faith and within the spirit of the program.