

Ref: RCIPL/2019/YT

Consultant Agreement

Date: 14/10/19

Miss. Yamini Tighare  
Flat No 204, Datta Nagar,  
Dighi, Pune

Dear Yamini,

- 1) Radiant Captive (India) Pvt. Ltd. Company hereby offers you the task of "Customer Service Consultant".
- 2) Your consultation is on task basis and in no manner can be considered as employment with Company. Your Consultation is effective from the date **09/09/19** for the period of **1 year (12Months)**. Any change or extension of the period of consultation would be communicated by a Separate letter.
- 3) Your place of consultation would be at **Pune**. However you may be assigned to other places, with The entitlements of travel & accommodation would be as per company's policies, updated from time to time as applicable.
- 4) During your consultation you shall be paid transaction based commission of maximum **Rs. 9,000/- (Nine Thousand Only) per month + Rs.2500/- (Performance Incentives)** based on Company policy the commission would be subject to standard taxes as applicable.
- 5) However your monthly commission is subjected to achieving 95% monthly transactions. Please refer following commission break up For Your Reference **Monthly commission Rs. 8,000 + Performance Incentives Rs.1000 on 95% transaction**. You will not be eligible for Rs.1000 as Performance Incentives on failure to adhere transaction criteria.
- 6) Please note that you have been engaged on task with Company and as such you are not an Employee of the company and it shall be the discretion of the management to permit you any facilities Or amenities while carrying out the consultation. However the same shall be considered, nor can you Claim the task by virtue of the same.
- 7) You shall be provided with specific tasks and deliverables expected, and your performance would be Subject to review by your reporting structures on monthly basis.
- 8) You are entitled for "Performance Bonus" defined by company on your performance as per the Discretion of the Management. The "Performance Bonus is" up to Rs. 2500/- as per company policy Which is as Follows:

Transaction Based Target Achievement	130% of Transaction based Target Achieved	125% of Transaction based Target Achieved	120% of Transaction based Target Achieved	110% of Transaction based Target Achieved
Performance Based	100% Performance Bonus	75% Performance Bonus	50% Performance Bonus	25% Performance Bonus

*(Signature)*  
Principal  
MIET, Bhandara

**Radiaant Captive (India) Pvt. Ltd.**

C/407, Eden Park, Ganpati Chowk, Vimannagar Pune- 411014, Maharashtra, India.

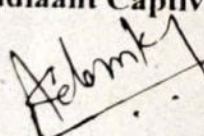
Mobile No. : - 9923739595 / 7276600222

- 9) Your consultation shall be cancelled with one month's notice period from either side. You're final Payment will be done after 45 days of the last day of notice period depending upon the clearance From Operations Department. You are not liable to receive any commission in case you Abscond/terminated from the job due to disciplinary issue.
- 10) You shall be personally responsible for every asset either under your utilization or under your Responsibility.
- 11) You are also entitled for reimbursement of any expenses incurred for official purpose, the Entitlement of which is subject to prior approval as per the norms of the organization.
- 12) You may also note that all contents of this letter are unique and confidential .Any clarification Regarding this consultation letter may be progressed through proper channel through Function Head/HR.
- 13) Please sign on the acceptance form below and return the duplicate copy of this letter in token of your Acceptance of all terms and conditions therein. You are required to initial on all pages as your Endorsement.
- 14) Your offer will be valid only on submission of NOC from your college/Incase of experienced people Positive feedback from the previous references.

We wish you a long and successful relationship ahead.

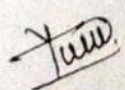
Best wishes,

From Radiant Captive (India) Pvt. Ltd.

  
Authorized Signatory

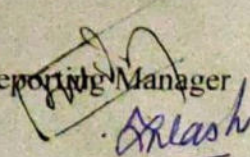
**Acceptance**

I have read and understood the terms and conditions mentioned in this letter of task  
Vide reference **RCIPL/2019/YT** dated **14/10/19** and hereby confirm my unconditional acceptance of the same.

  
Name: Yamini Tighare

Date: 14/10/19

Signature:

  
Reporting Manager

Principal  
MIET, Bhandara