



Commercial Terms

1: Positions and Fee Rates:

A: Junior and Executive Level: 8.33% of Annual CTC

B: Staff Level & Senior Level: 8.33% of Annual CTC

C: Definition of Gross Salary: Gross salary includes Basic Salary, HRA, Travel Allowance, LTA, Conveyance, Special Allowance, Medical.

3: Invoicing and Payment Terms

A: Invoices are issued upon verbal or written confirmation of employment by both the candidate and the Company.

B: Payment is due after 45 Days of the candidate's joining date.

C: The Company must inform Arna Learning & Placement of the selection decision.

D: All payment shall be subject to tax deduction at source 1% applies as per section 194C.

4. Replacement Guarantee • If the hired candidate resigns within 90 days of employment, Arna Placement will provide a replacement candidate at no additional cost, provided the replacement is acceptable to the Company.

Indemnity.

Arna Learning & Placement does not take responsibility of any activity of the candidate during pre or post-employment. Employer will not hold "Arna Learning & Placement" responsible for any deeds or misdeeds of the employee. It is the total responsibility and discretion of employer to appoint or remove the candidate at their will.

Thanking You
Arna Learning & Placement

Accepted By
Designation:

Name:
Sign with Stamp

