

Fee Structure

- a) If a candidate referred solely by Digizai joins client on a permanent basis, Client shall pay the referral fee 35% of the candidate's first year of employment annual CTC salary package (which includes Base, Bonus/incentive & fixed commutation allowance). Consumption tax will be added separately to the fee and billed to Client.
- b) In the event a Newly-hired Employee has resigned for his or her own convenience or is dismissed by Client for reasons attributable to Newly-hired Employee ("Resignation"), Digizai shall, at the request of Client, refund a percentage of the Fee in the following formula, provided, however, that this shall not apply to cases in the event such Resignation has been caused by reasons attributable to Client:

Within the 1st month: one hundred percent (100%) of the payment.

Within 2 months: seventy five percent (75%) of the payment.

Within 3 months : fifty percent (50%) of the payment

(in each case commencing on the first day of employment and ending on the date of Resignation)

- c) Digizai shall not be entitled to the fee with respect to any candidate whose reference or information was received by Client directly or through some other sources or references.