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| **Salary – Total Annual CTC in Rupees** | **Fees in Percentage** |
| **Permanent Driver (Up to Rs 1.99 Lacs)** | **8.33 %** |

**Invoicing -** The invoice for services rendered will be raised on the 30th day of the successful Driver’s commencement of Joining with the Customer.

**Payment terms – 15 days fixed** from invoice date.

**Guarantee clause** – If any Driver quits the job on his own accord during the first 90 Days of joining, **SARATHI SERVICE** will provide a free replacement only if the payment for the Driver has been received as per the invoice and within 15 days of the invoice date. Further on, the replacement will be given only if it is informed to **SARATHI SERVICE** within 7 days of the Driver quitting. Any replaced Driver will be exempted from this clause thereon.

**Deferred Hiring/Third Party Placement -** Introductions effected by **SARATHI SERVICE** are strictly confidential. If a Customer passes on a Driver or details of a Driver introduced by us to a third party within 6 months of introduction, the Customer is liable for the appropriate Permanent placement fee as specified above.

**Acceptance of conditions -** Interview of Drivers referred by shall be deemed acceptance of our terms and conditions of business and agreement to pay the relevant fee for such Drivers employed by the Customer to whom the referral was made or any other organization or person associated with it.