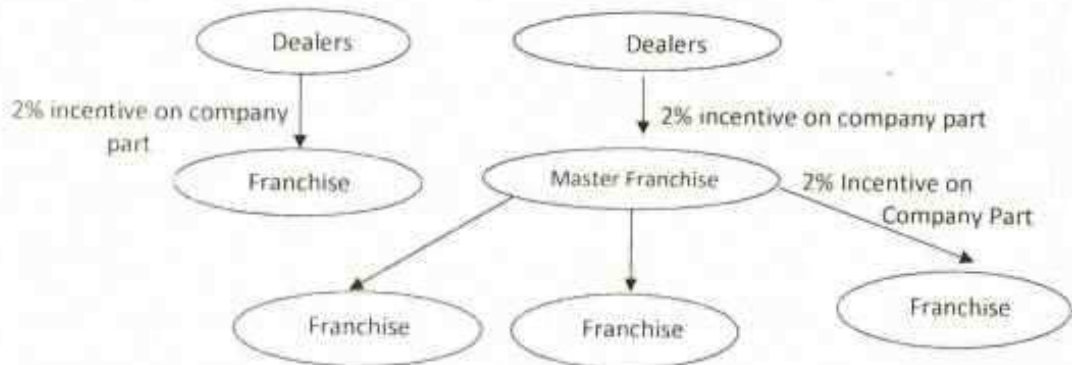


Date-26/10/2019

Incentive Policy For life Time

For Dealers:

- If the brokerage is less than 1 paisa against account is opened by dealer in this situation dealer will get 25% incentive.
- If the value is 1 paisa or above the dealer will get 50% incentive
- If an employee and introduces or franchisee, Rs. 1000 incentive will be given, the franchise will have to deposit minimum Rs. 10000, which is mandatory.
- 2% of the company's part brokerage per month will also be paid to the employee who introduces the franchise. (When dealers directly adding Franchise).
- 2% of the company's part brokerage per month will also be paid to the employee who introduces the Master franchise. (When Franchise will be opened by Master Franchise.)



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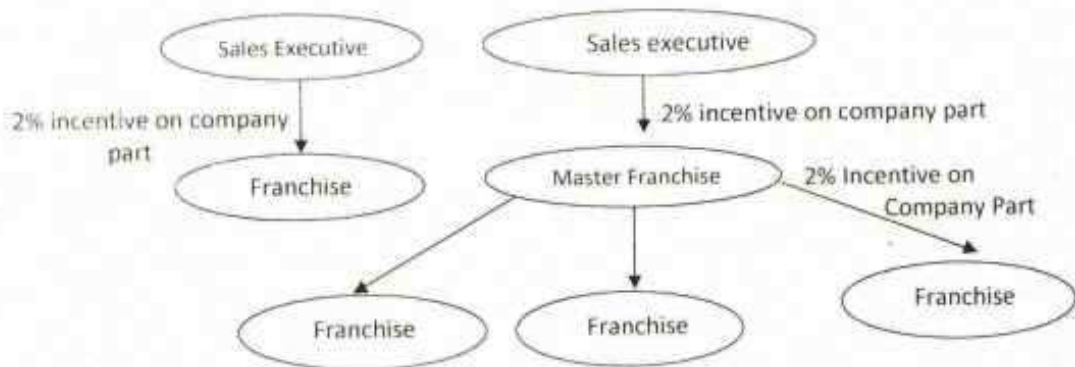
0522 - 430 5043

ksn.care@ksncredence.com

www.ksncredence.com

For Sales Team:

- If the brokerage is less than 1 paisa against account is opened by Sales Team in this situation Sales Team will get 5% incentive. (Incentive after two time salary justification)
- If the value is 1 paisa or above the dealer will get 10% incentive (Incentive after two time salary justification)
- If an employee introduces a franchise, Rs. 1000 incentive will be given, the franchise will have to deposit minimum Rs. 10000, which is mandatory.
- 2% of the company's part brokerage per month will also be paid to the employee who introduces the franchise. (When Sales Team directly adding Franchise).
- 2% of the company's part brokerage per month will also be paid to the employee who introduces the Master franchise. (When Franchise will be opened by Master Franchise).

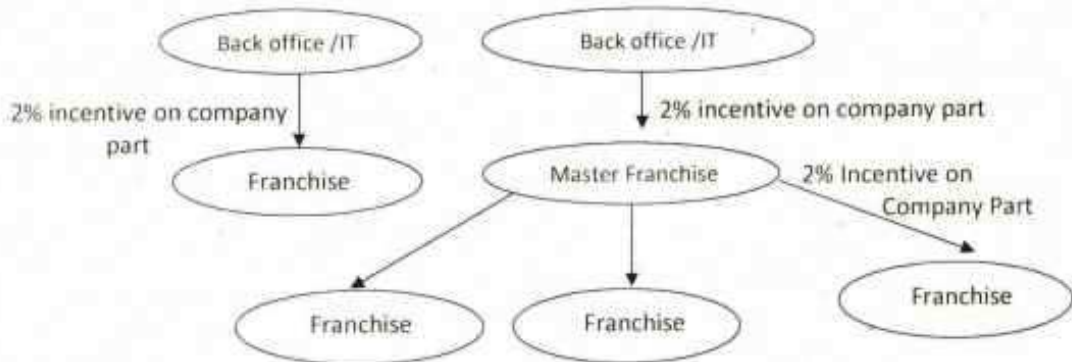


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For Back Office:

- If the brokerage is less than 1 paisa against account is opened by Back office Executive in this situation Back office Executive will get 5% incentive.
- If the value is 1 paisa or above the Back office Executive will get 10% incentive.
- If an employee introduces or franchisee, Rs. 1000 incentive will be given, the franchise will have to deposit minimum amount of Rs. 10000, which is mandatory.
- 2% of the company's part brokerage per month will also be paid to the employee who introduces the Franchise or Master Franchise.



- Sales team can be employees of the company as well as employees of other companies. For him also, the company incentive policy will remain the same.
- The Sales Manager, Team Leader, Back Office Manager will be given an additional incentive of 2% of the incentive amount of the employees working under them.
- The incentive plan will be free to change as per exchange and company rules. For this no employee can express compensation or disagreement. The company will decide whether to give the incentive or not. Any decision in this regard will be allowed by the management.
- If account will be opened by KSN's SMS Offer then Back Office Executive and Assistant Manager will be given an additional incentive of 1% to each of them.

