

Sub.: Details of incentives for sales, Cr and promotions division.

Key works – Sales, promotions, CR, incentives.

1. These incentives shall be applicable from 1<sup>st</sup> October, 2023.
2. Sales team:
  - a. Incentive for sale of any villa across all projects shall be Rs. 75,000/-.
  - b. Incentive for sale of any flat across all projects shall be Rs. 50,000/-.
  - c. Incentive part A: 40% incentive shall be paid to the executive/manager who has taken the booking and the customer is recorded in their name in M-codex (with CIS no.). No incentive shall be paid if CIS no. is missing.
  - d. Incentive part B: 30% of the incentive shall be shared by the entire team of the respective project.
  - e. Incentive part C: 30% of the incentive shall be paid only on achieving team target and shall be divided equally between all the team members.
  - f. In case of AGH, NGH, Vista and other projects where front desk is passing on the enquiry to a designated manager at HO the incentive shall be shared in the ratio of 50:50% between the front desk and the designated manager at HO (currently Rajkumar).
  - g. For sales made through estate agents half of incentive part B shall be shared between the respective site team and the CP/EA sales team (currently Laxmikanth, Anand, Anil) i.e., 15% each. Further, for the period upto 31/12/23 an additional incentive of 35% shall be paid to CP/EA sales team over and above incentives.
  - h. In case CIS is registered in the name of an executive in another sales team then incentive part A shall be paid to the executive on whose name the CIS is registered.
  - i. Managers to get additional 10% for each sale made in the project if team target is met i.e., per quarter.
  - j. Tele caller (Kavya) to be paid Rs. 2,000/- per lead generated which converts to a booking within 3 months from generation of lead. Kavya to record CIS nos. of such leads generated and sent by way of email to promotions (CIS no. & customer name must be mentioned in the body of the email).
3. Sales team – team targets for Oct – Dec 2023.
  - a. GMR – 9.
  - b. MPL – 4.
  - c. GHT – 4.
  - d. NGH- 3.
  - e. BRGV – 3.
  - f. AGH – 2.
  - g. Vista – Nil.
  - h. SOV + SOR + NE – 4.
4. Payment of incentives:
  - a. Incentives shall be credited to the respective executives within 30 days of end of each quarter however subject to receipt of second installment from customer.
  - b. Promotions to prepare an advice for credit form for each unit. Details of total incentive and details of payment to each individual shall be mentioned therein. Formed to be signed by promotions, Directors and sent to CR. CR to approve form on receipt of 2<sup>nd</sup> installment and send it to respective accountant.

5. Advance incentives to be paid to sales team:
  - a. Front desk executives – Rs. 2000/- per month.
  - b. Sales executives/asst. managers – Rs. 5,000/- per month.
  - c. Managers – Rs. 10,000/- per month.
  - d. This is to be deducted from the incentives credited to sales team.
6. Incentives for promotions team:
  - a. Rs. 100/- to be paid for every walkin or site visit.
  - b. Incentive to be divided between promotions team as per advice of promotions manager.
  - c. Additional Rs. 1,000/- incentive to be given to promotions team for registering new CP.
  - d. Additional Rs. 500/- incentive to be given to promotions team for renewal of agreement with CPs.
7. Incentives for CR team from 1<sup>st</sup> Oct, 2023 shall be as follows:
  - a. Total incentive for on time collections shall be Rs. 16,000/- per flat/villa.
  - b. Part A – 25% - this is to be paid if AOS & I installment are collected within 30 days of booking.
  - c. Part B – 25% - this is to be paid if second instalment + first tranche of HL (if applicable) is released within 60 days of booking.
  - d. Part C – 50% - this is to be paid if the interest on delayed payments is less than ½% of total sale consideration or Rs. 25,000/-, whichever is higher.
  - e. Advice for credit to CR team to be prepared at the time of possession.

**Managing Director.**