



Manpower Recruitment – Internal Reference Incentive

Employees are encouraged to refer candidates for recruitment. Incentives will be provided as follows:

- **INSHOP:** ₹3000
- **BDE:** ₹4000
- **ASM:** ₹5000
- **AO and ESM:** ₹2000

Eligibility

- Applicable for all Pupa employees (HO, AO, Sales Team, Production Team).
- References to any other branches across Tamil Nadu are also valid.

Payment Terms

- ₹1000 will be given after 30 days of the new joiner's joining date.
- The balance amount will be paid after 3 months from the date of joining of the referred employee.

Conditions

- If the new employee resigns or does not continue for 6 months, the referral incentive will be carried forward to the next referral.

HR.P.030