

Engagement Models at a Glance

Service Model	Service Scope (Domestic - India)	Fee % (Domestic - India)	Deployment Timeline (Domestic - India)	Service Scope (International - Remote)	Fee % (International - Remote)	Deployment Timeline (International - Remote)
Temporary (Contract) Staffing	✔ Full	15 to 20% of monthly CTC	5 to 10 business days	✔ Full	18 to 20% of monthly CTC	7 to 14 business days
Temp-to-Hire Staffing	✔ Full	20% upon conversion	10 to 15 business days	✔ Full	20 to 25% upon conversion	12 to 20 business days
Project-Based Staffing	✔ Full	20% of project cost / resource cost	2 to 4 weeks	✔ Full	22 to 25% markup	3 to 5 weeks
Direct-Hire Staffing	✔ Full	12 to 15% of annual CTC	15 to 20 business days	✘ Not Supported	✘ Not Supported	✘ Not Supported
Contingency Staffing	✔ Full	12 to 15% of annual CTC	15 to 30 business days	✘ Not Supported	✘ Not Supported	✘ Not Supported
Volume / Bulk Hiring	✔ Full	12 to 18% of annual CTC per hire	3 to 6 weeks	✔ Full	15 to 20% under EOR India payroll	4 to 8 weeks
Executive Search	✔ Full	25 to 30% of annual CTC	6 to 10 weeks	✔ Full	25 to 35% (advisory / remote)	8 to 12 weeks
Recruitment Process Outsourcing (RPO)	✔ Full	Retainer + Per-Hire % (Custom)	Ongoing (SLA based)	✔ Full	Advisory / Partial Support	Ongoing / Hybrid Support

Notes

- Deployment timelines mentioned are the maximum duration; resources may often be sourced and deployed sooner.
- Fees shown are indicative ranges; actual percentages may vary depending on specific business requirements, documentation, facilities, or device costs.
- For all services except Contingency Staffing, an advance payment of 30–50% is required, with the remaining balance due upon onboarding as per agreed terms.
- International remote fees reflect additional overheads (EOR, cross-border compliance).

Tax & Invoicing

- Domestic Clients (India): All fees are exclusive of GST (currently 18%), which will be charged additionally as per Indian tax laws.
- International Clients: Invoices are raised under Export of Services. With a valid LUT (Letter of Undertaking), invoices are zero-rated (no GST charged). Clients outside India may be subject to local withholding tax as per their country's laws.
- Payroll Costs: For contract staffing and EOR models, statutory contributions (EPF, ESIC, etc.) are included in the CTC of employees and handled by Wytmode.