

Terms and Conditions for Recruitment Services

Optimax Consultants Pvt. Ltd.

Fulertal, Assam - 788106

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At **Optimax Consultants**, we provide end-to-end recruitment services for both **IT and Non-IT roles** across India. We specialize in hiring for **contractual, full-time, and permanent positions**, catering to the diverse staffing needs of our clients. Whether it's sourcing skilled professionals for technology roles or finding the right talent for support functions, our team ensures timely and quality hiring support to help businesses grow with the right workforce.

1. Service Charges

Optimax Consultants Pvt. Ltd. offers competitive recruitment solutions at a service charge of 7% - 8% of the selected candidate's annual CTC, which is lower than the standard market rate. This service fee is applicable per successful placement of a candidate recruited through Optimax Consultants Pvt. Ltd.

2. Replacement Policy

We offer a 120-day replacement guarantee, under which a one-time free replacement will be provided if the candidate:

- Resigns or is terminated by the client, for any reason, within 120 days from the date of joining.
- The replacement will be initiated based on the same job role, experience level, and compensation discussed in the original mandate.

3. Invoicing and Payment Terms

Invoices will be raised within 15 to 20 days from the candidate's date of joining the client organization.

The payment is due within 15 to 20 days of receipt of the invoice.

4. Confidentiality

All client and candidate information will be kept strictly confidential.

Both parties agree not to disclose any proprietary information to third parties without prior written consent.

5. Liability

Optimax Consultants Pvt. Ltd. shall not be liable for any indirect, incidental, or consequential damages arising from the performance, conduct, or resignation of any candidate.

6. Validity

These terms shall remain in effect unless modified or terminated in writing by either party.

7. Jurisdiction

These terms are governed by the laws of India, and any disputes shall be subject to the jurisdiction of the competent courts in Cachar, Assam.

For queries or further information, please contact:

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