



Frequently Asked Questions

THIS DOCUMENT IS CREATED WITH ALL THE QUESTIONS ASKED BY OUR FRANCHISEES. AS & WHEN WE HAVE A NEW QUESTION WE ADD IT. THEREFORE YOU WILL THAT THE QUESTIONS ARE IN RANDOM ORDER.



No Infrastructure Required



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Q. What is Basis of our Business Model?

A. We at Talent Corner believe that the Recruitment Business is a Zero Entry Barrier Business. It is very easy to start a Company, however very difficult to make it run profitably. Our Franchisee Model is a "Plug & Play" way to start your own business.

If One Had to Divide the Business into 3 Parts, it would be Admin, Operation (Recruitment/Client Servicing) & Business Development. These responsibilities are shared between Talent Corner & Our Franchisee.

a. Admin: All Admin Work such as Contracts, Tax Related Documentation, Invoice and Payment Follow-up which are not really Profit Making Investments of your time will be handled by the Head Office.

b. Business Development: For any business to start this is one of the most Critical Factors. We understand this & therefore the Head Office is responsible for getting you enough work to execute in the initial months. After this period we jointly share the responsibility.

c. Operations (Recruitment & Client Servicing): In our business, this is the heart of the business. Revenues come from this source. Therefore we would require you to only concentrate on this aspect of the business. This is completely your responsibility.

Q. How Much Business Can we Expect Every Month?

A. You can expect a Minimum of 4-7 Positions. This will come to you over the period of a Month. In case you show us good capability of handling more work, we will be happy to share more work with you. There is lots of business available with our clients & the more you work, the more it keeps us motivated to share more work with you.

Q. Is it that after initial months you will give us less requirements?

A. No. We will give you the same number of requirements. But after 9 months you also need to bring in new business. This is for mutual benefit.

Q. Can I start doing Business Development before 2-3 Months?

A. Yes, you can. You can do it yourself or hire someone but the responsibility of paying the persons salary and getting them to perform is yours. We can help you in training them.

Q. Do I have to bring business only from my territory?

A. No you can bring business from anywhere in India.

Q. Will you be sharing the same requirements with your other Franchisee or your own Recruiters?

A. No. We do not share the same requirements with anyone else. It does not make sense having internal competition. Also this makes you more responsible to complete a particular job. However these positions are not exclusive only to Talent Corner, there may be some other Consultants. We believe Competition gets the best out of us.

Q. What sort of requirements are these?

A. A Majority of the requirements that we get are Of Mid Level (i.e. Rs. 25,000- Rs. 50,000) & Top Level (i.e. Rs. 50,000 Upwards). However we also get Junior Level Requirements (i.e.- Rs. 8,000- Rs. 25,000). In the initial period we will share with you Junior Level Requirements which are easier to close. Once we see you building up confidence, you can expect a lot more Mid-Level Requirements.

Remember, we would prefer you being capable of handling Mid-Level Requirements as soon as possible because that is where we get a majority of our work.

Q. Where are these companies Located?

A. These requirements could be from anywhere in India. However a Majority of the requirements come from cities like Mumbai, Delhi, Pune, Gurgaon, Bangalore & Chennai. We are now seeing a Lot of Work coming from B-Tier Cities. Over the next few years, we expect this to grow. You can work on these requirements from anywhere in India. Location is not a Constraint.

Q. Will there be any Requirements from my City?

A. Yes. We will definitely make an effort. After all the purpose of Franchising is to spread across. However we need to keep in mind that the work coming should be profitable.

Q. Which Industries do you Carter to?

A. All industries except from BPO / Call Centre & Insurance. If a Franchisee wants to work on any of these, they are free to sign up themselves.

Q. What if I am Unable to Complete a Requirement?

A. We will help you. Our job is to be your support from time to time.

Q. Will there be a Single Point of Contact in the Head Office?

A. Yes, you will be having a Team Leader at the Head Office who will interact with you on a Weekly Basis. His/Her Job is to Give you Guidance & assist you in the challenges you face.

Q. Will you Train Me?

A. Yes Of course, we will be training you for 2 Days. The training will consist of Full Operations, Basic to Admin & Business Development. This training will be a Practical Training thus making your full ready to get into action.

Q. Where will this Training Be?

A. This training will happen either at your place or our head office. The choice is yours.

Q. Will I have to Pay for this Training?

A. No. This is included in your Franchisee Fee. All Costs will be borne by us.

Q. Will there be Any Other Training after the Induction Training?

A. Yes, we believe that Any Company wanting to Grow needs to train its team regularly. Therefore we organize Various Online Trainings for Our Partners. These are Absolutely Free of Cost.

We also have Loads of Video Tutorials & Podcasts which are exclusive only to our Partners. They will be shared with you.

Q. Can I be Provided Training directly from the Job Portals apart from your Training?

A. Yes, you Can, Just inform the Head Office & we will schedule a Training For you.

Q. Can you deduct my Franchisee Fee from my earnings?

A. No. The Franchisee Fee needs to be paid Upfront.

Q. Can I get Installment Facility on my Franchisee Fee?

A. No. The Franchisee Fee needs to be paid in one shot.

Q. Is the Franchisee Fee Refundable?

A. No. It is not refundable under any circumstance.

Q. What can I do to Block my Franchisee?

A. You need to deposit Rs. 50,000 in our Bank Account and the balance you can give us a Demand Draft/Cheque or Fund Transfer when we start the Franchisee.

Q. What is the Franchisee Period?

A. Minimum 3 Years. We need people with a longer vision.

Q. Can I take for 1 Year first & then upgrade to 2 Years?

A. No.

Q. What after 3 years? Will you charge us another Franchisee Fee?

A. No. If we decide to continue doing business after 3 years that means you are making profits and that also means we are making profits. So No Franchisee Fee after that.

Q. Do I need to be Fully Involved in the Business or Can I hire Someone?

A. We prefer you be fully involved. However incase you have a good ability to delegate and manage people, feel free to hire someone. But remember Salaries are supposed to be borne by you.

Q. Will you guide me on the person who I should Recruit?

A. Yes, we will.

Q. What is my share from the Invoices of the candidate I Place?

A. 75% of the Service Fee.

Q. What is your Service Fee?

A. We charge 8.33% of the Gross Annual CTC Of the Candidate. This is payable to us within 30 days of the candidate joining. Please keep in mind there are delays in payments sometime from the clients end.

Q. Do you deduct TDS from my Share?

A. Yes, we deduct 2% TDS from your share and provide you a TDS Certificate at the end of the year.

Q. Can you give me an Example?

A. Yes. Let us assume that you have placed a candidate at Rs. 6,00,000 Per Annum. His service fee will be Rs. 49,980 & the Invoice Amount with Taxes will be Rs. 56,977. When the client gives us the payment, he will pay us deducting TDS at 10%, so we get Rs. 51,279. Your share is 75% of Service Fee which comes up to Rs. 37,485. Out of this 2% TDS is deducted. Therefore you will get Rs. 36,735. For the balance Rs. 750 you will be getting a TDS Certificate.

Q. How is my Money given to me?

A. Online Transfer. It is quick and convenient. We provide a Statement of Accounts with this.

Q. Do we work at less than 8.33%?

A. Preferably not. However if a Franchisee wants to work then we are open. It is sometimes beneficial for you to work at lower rates because you do not have too much overhead costs. Choice in yours.

Q. Does the Percentage Sharing change?

A. No. Its remains the same 75%-25%.

Q. What If the company pays us and the Candidate leaves?

A. We provide a 3 Months Guarantee. In case the candidate leaves and the payment has been made to us then we need to provide free replacement. This needs to be done by you.

Q. What if I get the Company?

A. Still the Profit Sharing is the same. We are partners are we rather not have any area of conflict.

Q. But then I could start my own company & take all my Business Developed to that Company? I can keep it a Secret?

A. Business is done on the basis of trust. We will always be ethical to you & we expect the same from you.

Q. What Portal will be provided to me?

Naukri.com - Job Posting +Resume Search (Premium Pan India Database) (Limited Access)

Monster.com - Job Posting +Resume Search (Premium Pan India Database) (Unlimited)

Shine.com - Job Posting +Resume Search (Premium Pan India Database) (Unlimited)

As of now every job seeker (Fresher & Experienced) has a professional account on LinkedIn, so we also take benefit and it helps us in headhunting for mid and senior level positions. So we will also provide you training on that aspect as well.

Q. Is it Good?

A. We have had no Complaints.

Q. Do I have a Choice?

A. Yes. You can buy portal yourself. We do not have a problem.

Q. Do I have to Pay for this Portal?

A. Yes. We will inform you the price from time to time. All Franchisee's have the same price.

Q. If I Need More Logins, then Can you Help Me?

A. Yes, we can help you buy the same.

Q. Are there any Other Investments?

A. Space, Computer, Internet, Telephone, Your Time & Your Effort.

Q. How much will I Earn?

A. That is something that you need to answer to yourself. This is not a Salaried Job so there are no promises.

Q. But what is the Expected time to Break Even?

A. We believe anything between 3-6 months.

Q. Will you give more than One Franchisee in my City?

A. Yes & No. If we see you performing then there is No Point having more than one. But If we do not see effort being made then we will be forced to look out for another partner. However enough time will be given to you to show your potential.

Q. Are there any other Government Registrations that we need to do?

A. No. Nothing at this moment of time.

Q. Can I really Do this?

A. A 22 Year Old Boy & a 70 Year Old Man are doing it. Definitely you can.

Q. There are certain Financial Expectation Figures shown as a Table in the Presentation. Is it a definitive earning?

A. No. The table is only indicative. We have created it with the best of our knowledge. No Franchisor can guarantee you profits. It is a business decision that you need to take with the best of your judgment.

Q. You have mentioned about Business Development Being a Joint Responsibility. Will you share the Salary of any Business Development Executive I keep in my office?

A. No. If you have any executive at your office, you will need to pay the salary.

Q. How does the whole Replacement Guarantee System work?

A. Normally we provide a 3 months Guarantee for any candidate joining from our end to the client. If you have placed the candidate and the candidate leaves in this guarantee period then you will need to provide a replacement in the next 30 days. However the replacement guarantee only comes into picture if the client has made us a payment. This is a free of cost replacement.

Q. What if the Client does not want a Replacement right now?

A. In that case, we will provide a Credit Note to the client which will be adjusted in any of your future invoice.

Q. If the requirements provided by you does not get completed in the month you give us, will they get a Carry Forward?

A. Yes. They will be carried forward. However you will also continue to get more work from us.

Q. Will I get enough work?

A. Keeping you idle is a loss to us. We will ensure you have enough work.

Q. What if I am not able to do a Job? Can I give up?

A. Giving up is not a Talent Corner Culture. However if there is something that is just not giving you the desired results after making considerable efforts, you can choose to give up on the assignments. After all every effort you make needs to result into profits.

Q. What is the Payment Cycle?

A. Payments are expected from clients 30 days after the candidates join. But we would like you to note that some times clients delay this payment for 10-15 days. This is beyond our control and we do not like to pull a fight with our client.

Q. When do you Transfer Money to Me?

A. Within 7 days of us receiving the payment. Preferably we try and do it the same day as it is credited to our account. It is your money and its best when it is with you.



Q. Do you have a Written format which I can show for my Tax purpose?

A. Yes. We have a statement of accounts. This will be Shared with you after every Payment. You Can share this with your Tax Consultant.

Q. Do I have any other Responsibility?

A. Yes. We Expect you to Build a Good Relationship with the Client. Success of Any business is about How Much More Business you get from your Existing Client. "Client Satisfaction is a Must?"

Q. How Soon Can I Expect Results?

A. Results could be seen in 1 Day or 3 Months. Remember this is a Business. You will take time to understand it & you must not hurry up.

Q. Can I Build a Team Under Me?

A. Yes, Of course you can. That is how you Grow your Business. We will be happy to Guide & Assist you.

Q. Can This Team be on Profit Sharing Basis?

A. No. Any Person Hired needs to be a Full Time Salaried Employee.

Q. Will I get enough work for them?

A. Yes you will. Remember the More Positions you close, the More Profits that both of us Make.

Q. Will I get a Company Email ID?

A. Yes, you will be getting a Company Email ID for your Team & You.

Q. Will you give my Team Member an Appointment Letter from Talent Corner?

A. Yes, we will be giving. The Appointment Letter is signed by Managing Director Of Talent Corner & the Franchise Head.

Q. Can I be called Something else, apart from franchise?

A. We Never refer to you as Franchise. For the Outside world you are our Branch.

Q. What will be My Designation?

A. You will be a Branch Head.

Q. Can I also Grow within the Organization?

A. Yes. We do have a Growth Chart which will be shared with you after you finish the first 3 Years.

Q. What is the Maximum Requirements you can share with me?

A. We Do not have a Limit. However you need to show us Results.

Q. How do you Allocate your Requirements?

A. Allocation of Requirements is directly under our Managing Director. He ensures that each one gets an opportunity to work on Different Positions from Different Industries. Once we understand your strength area, we will focus more on that.

Q. Can I get Requirements only from a Specific Industry?

A. We Do Not recommend you this. It is only sensible, not to be dependent on One Industry. The More Different Work you do, it will keep you interested.

Q. Do you Provide Salary Slip to My Employee?

A. No, the Candidate is Not on the Head Office Payroll, therefore we Do Not have a Salary Slip for them.

Q. Do you do Campus Recruitment or Temporary Recruitment?

A. Yes, we Do Campus Recruitment. However it is not our Mainline of Business. We Do Not Do Temporary Recruitment.

Q. Can I come & Meet you at your office?

A. Yes you are welcome. We would be happier if you do.

Q. If I can not come to the Head Office, Can you send me Pictures, so that I know How it Looks?

A. Yes. We would be happy to do so.

Q. How Can I Trust you?

A. 900 Clients, Over 150 Employees & more than 7000 Candidates have Trusted us in the last 15 Years. We hope you do too.

Q. Can I Buy Stakes in your Company?

A. Not Yet. We are not for Sale Yet.

Q. Do you Intend to Sell your Company?

A. No Plans for it Right Now.

Q. Are you looking to go International?

A. Yes we are. We have already started tapping the Dubai & Sri Lanka Market.

Q. Will we get an opportunity to be a part of this expansion?

A. Yes Of course.

Q. Do you Run any other Business Apart from this?

A. No. Our Promoters are focused only on this one business.

Q. How Fast are you looking to Expand?

A. We have big goals but we have given our self enough time to achieve them. We are in No Hurry. We want to Grow but want to do it in the right way.

Q. Is there any Territory Exclusivity?

A. No. There is No Exclusive Territory for Anyone. Similarly you are not restricted to work from a Specific Territory. In case you need move you residence, you can relocate without any hesitance & work from anywhere.

Q. Can I run my Operations at 2 Places at One Time?

A. No. You need to Operate if from One Place at One Time.

Q. Can I Do this Alone or Do I need a Team?

A. Yes. You Can Do this Alone or with a Team. The Choice is yours.

Q. Can I Operate this from my Home?

A. Yes. You can work from your home as long as you are comfortable.

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