

## **Type 4 RPL with Best in Class Employer - Eligibility Criteria**

- **Category 1 Employer - Retail Trade Companies: (QP L4: Sales Associate)**
  - All are Mandatory:
    - Certificate of Incorporation
    - Minimum 2 years of business operations
    - Digital Invoicing to customer including GST registration no
    - Minimum 200 employees including contractual manpower
    - Minimum 10 operational stores including franchise outlets
  
- **Category 1 Employee - Retail Trade Companies: (QP L4: Sales Associate)**
  - Minimum 3 months on-rolls / contractual worker or 1 year related industry experience
  - Employee's nomination by employer on company letter-head or through registered email address of the employer (for regular and contractual staff)
  - Other mandatory requirements as per the PMKVY guidelines
  
- **Category 2 Employer - Retail FMCG / FMCD Companies: (QP L4: Distributor Salesman)**
  - Mandatory:
    - Certificate of Incorporation
    - Minimum 3 years of business operations
    - Salesforce in excess of 500 either direct or on distributor/3<sup>rd</sup> party payrolls
    - Digital Invoicing to customer including GST registration no
  - Optional:
    - Any 1 of the below:
      - Copy of appointment certificate with principal for distribution
      - Copy of Distributor list appointed by principal indicating salesforce in excess of 500
  
- **Category 2 Employee - Retail FMCG / FMCD Companies: (QP L4: Distributor Salesman)**
  - Minimum 3 months on-rolls / contractual worker or 1 year related industry experience
  - Employer declaration with nomination of Salesmen on company letter-head or through registered email address of the employer
  - Other mandatory requirements as per the PMKVY guidelines

- **Category 3 Employer - Retail E-commerce Companies: (QP L4: Seller Activation Executive)**
  - Mandatory:
    - Certificate of Incorporation
    - Minimum 1 year of business operations
    - Regular & Contractual manpower strength of 500 or above
    - Digital Invoicing to customer including GST registration no
  
- **Category 3 Employee - Retail E-commerce Companies: (QP L4: Seller Activation Executive)**
  - Minimum 3 months on-rolls / contractual worker or 1 year related industry experience
  - Nomination via registered email address of employer/declaration on the company letter head (for regular and contractual staff)
  - Other mandatory requirements as per the PMKVY guidelines
  
- **Category 4 – Employer\* (Private Limited/PSU/Associations/Direct Selling Entity): (QP L4: Individual Sales Professional)**
  - Mandatory:
    - Certificate of Incorporation
    - Minimum 5 years of business operations
    - Regular & Contractual employees /Direct Sellers / agents / associates / owners / promoter’s manpower strength of 25,000 or above
    - Minimum Turnover – 5 crores and above
    - Direct member of IDSA/FICCI/FDSA /RASCI
    - GST registration no
  
  - **Note: The employer in this case is defined as companies which are private limited/PSU/Associations/Direct Selling Entities.**
  
- **Category 4 – Employee \* (Direct Sellers /agents/associates/ Independent Sales Professional - Direct Selling Companies: (QP L4: Individual Sales Professional)**
  - Direct Seller Code / Associate code given by the Direct Selling company
  - Minimum one year of association and above with organization
  - Other mandatory requirements as per the PMKVY guidelines
  
  - **Note: The employee in this case is defined as Direct Sellers/ agents/associates/Independent Sales Professional who are associated with the organization.**