

People Prime Worldwide Private Limited
2nd Floor, Plot No. 138, HIG 6th Phase Kukatpally, Hyderabad - 500072
Telephone: 91-040-4782222, URL: www.people-prime.com

EMPLOYMENT OFFER

This agreement is made on **28th March 2022** at Hyderabad.

Between

People Prime Worldwide Pvt. Ltd. (herein after referred to as 'People Prime' or 'Company')

And

Barani K

- Offer ID/Employee ID: **CTS2880**
- Position: **Software Test Engineer**
- Employee's Name: **Barani K**
- Employees Contact No: **8148816952**
- Business / Work Hours per Day: **As per business requirement of the client.**
- Payment Date of Salary: **On the 7th Working day of the next month.**
- Deputed To: **Cognizant Technology Solutions India Pvt. Ltd., Chennai**
- Notice Period: A notice of 1 month is required if you wish to resign or terminate this contract. Notice period is considered to start from the point when the written communication is received from the Client/ Company/ You. However when the client ends the contract without notice to People Prime, same clause is applicable to you as well. When situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.

Compensation Structure:

Compensation is strictly confidential between the employee and the employer. It has been determined based on various factors such as Employee job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Name: Barani K

Designation: Software Test Engineer

Salary Components	Monthly (Rs)	Annual (Rs)
Basic Salary	39953	479436
HRA	15981	191772
Statutory Bonus	7991	95892
Special Allowance	4959	59508
Gross Salary	68884	826608
Employer Contribution to PF+Admin Charges	1950	23400
Cost to Company (CTC)	70834	850000
* Taxes are eligible as per Income Tax rules.		

Niche Skill Retention Bonus:

You would be eligible for retention bonus. You will receive **22%** of Annual earnings of your salary other than special and statutory benefits for each year. This amount is payable subject to completion of 42 Months at People Prime. Please note, this amount is not payable in case of project ramp down or closure, contract completion, termination due to code of conduct or for what so ever is the reason. It is Mandatory to be on project and billable at the time payout after 42 months completion at People Prime.

Background Check:

The company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof. If the client is asking for the BGV report of the deployed resource then, charges may be applicable for BGV Process and will be deducted from your salary in the preceding month. Report will be shared with you for your reference post completion of BGV.

Note:

During the first month of your employment with People Prime, an amount of Rs.750 will be deducted towards Administrative expense for Statutory Compliance. Any Administrative charges towards Ariba/CTrac will be applicable if the same is being implemented for People Prime from the Client and effective date will be communicated.

Statutory Benefits:

You will be governed as per the respective acts of Gratuity as per the rules in force, from time to time.

Payment of Salary:

- a) The employee shall be paid his/her salary on the date specified in the main details of this agreement. People Prime shall not be responsible for any delays in payment of salary of the employee caused by his or her late submission of time sheet. For prompt and accurate payment of salary, the contract employee should keep People Prime informed about all payments due to him/her.
- b) It is agreed by the employee, that this present engagement on contract shall be co-terminus with Terms of Business/Main Contract between People Prime and its Client where being placed in terms of this engagement. In case, same is determined before the expiration of Contract period on any account whatsoever, in that eventuality the services of employee shall also come to an end immediately. The employee has understood in clear terms that tenure of its contract for employment is dependent upon the tenure of the agreement executed between People Prime and Client/Organization/Institution/Entity.
- c) Due to project requirements, if you have been issued laptops / other assets, it would be your responsibility for safe handling and would return the same upon the completion of the project. If assets aren't returned or they are returned with any wear and tear over and above that contracted in ordinary usage, or, in a condition that renders such assets unusable, then the Company shall evaluate the cost of such damage, and such shall be deducted from any pending payment. Company will take action against you in case of non-submission of assets.

Job Roles & Responsibilities:

You shall be responsible for the performance of the functions expected as **Software Test Engineer** and any additional functions and duties that may be assigned to you in connection with the business and operations of the client Company. You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

Termination of Employment:

In the event that the employee decides to terminate his or her employment under this agreement with People Prime, he or she shall be required to give notice in writing. Failing to serve notice period as per policy, company can initiate legal proceedings against you. Salary in lieu of notice in accordance with the notice period specified in the main details of this agreement shall be acceptable only at management's discretion. The client may also terminate the employment with or without notice for

any business reasons. People Prime reserves its right to terminate this agreement forthwith without notice or payment in lieu of notice in cases of poor performance, neglect of duty, misconduct, conduct not beneficial to the interests of People Prime or the Client.

Leave Policy:

Each Personnel are entitled for total 12 days' annual leaves. The Personnel shall not be entitled for any advance paid leave. These paid leaves **cannot** be carrying forwarded to month on month and year on year and there shall not be any leave encashment.

You shall be entitled to avail only one leave per month and only with prior approval from your Manager. If you avail more than one day in a month, then that would be loss of pay.

Pre-approved leave from your manager at the client's place is only a sanction of leave and does not entitle you to paid leave beyond the stipulated eligible leaves.

Full & Final Settlement:

In case of employees who have resigned from People Prime or Converted to fulltime or Termination from client, their Full & final settlement would be made after 60 days from their last working day with People Prime on receipt of approved time sheet and all tax-related documents.

Absenteeism from Work:

Should the employee fail to report for work for more than one (1) day(s) without justifiable reasons, the contract employee's employment shall be deemed to be terminated forthwith by the Employee himself/ herself and the Employee shall be deemed to be relieved automatically except for any saving by law. Further if any Employee stays absent from work without proper permission/sanction or there being leave due to his credit and / or overstays his leave the same will render the Employee liable for legal action and damages also.

No-Show:

Failure to report at the specified office on **28th March 2022** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

Extension of Contract:

The employee shall remain on Contract, unless his services are confirmed in writing by the client group.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief.

I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

I will at all times follow the rules at regulations at the client's organizations.

I will keep all client information/data confidential.

I will be solely responsible for any loss/damages that may arise as a result of my actions.

Employee Signature: _____

Place:

Employee Full Name: _____

Date:

For People Prime Worldwide Private Limited

(Authorized Signatory)

Jyothi Basava

Human Resources-Operations