



May 15, 2025


TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Gagandeep Singh**, holding **200000000063900**, was employed at Teleperformance from **September 11, 2023** to **May 03, 2025**. His last designation with the company was **Sr. Customer Service Associate- Voice**. He has been relieved from his services on **May 03, 2025** with the company at the closing of business hours.

The company has cleared and settled all dues towards full and final settlement, adhering to the terms and conditions of employment and the company policies. No further amounts are outstanding to **Gagandeep Singh** from the company.

For Teleperformance Global Business Private Limited

Alpana Suneja Gaur
Senior Vice President- Human Resources

TELEPERFORMANCE GLOBAL BUSINESS PRIVATE LIMITED						
Teleperformance Tower ,Plot CST No 1406-A/28,Mindspace,Goregaon(West),Mumbai-400104,India						
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Payslip for the month of January 2025						
Employee Code		20000000063900		Employee name		Gagandeep Singh
Date of Joining		11 Sep 2023		Date of Birth		27 Sep 2003
Designation		SR. CUSTOMER SERVICE ASSOCIATE- VOICE		Grade		Grade I
Location		Gurgaon		Branch		CRM GGN 398
Payment Mode		Bank Transfer		Bank Name		AXIS BANK
Bank Account Number		922010024632410		IFSC Code		UTIB0000589
PF Account Number		GNGGN00252970000371030		Esic Account Number		
Permanent Account Number		PFGPS7850A		UAN Number		101836328010
Days Worked		31		LWP		0
Arrears Days		-1		Tax Regime		New Tax Regime
Earnings		Monthly Rate	Current Month	Arrears	Total	Deductions
Performance Link Incentives		0.00	1,725.00	0.00	1,725.00	Provident Fund
Basic Salary		15,002.00	15,002.00	-484.0	14,518.00	Arrears PF
House Rent Allowance		9,001.00	9,001.00	-290.0	8,711.00	LWF Deduction
FBP Allowance		1,861.00	1,861.00	-60.0	1,801.00	Mediclaime
Advance Statutory Bonus		2,310.00	2,310.00	-75.0	2,235.00	
Gross Earnings					28,990.00	Total Deductions
						2,523.00
In words (₹) : Twenty Six Thousand Four Hundred Sixty Seven Only					Net Salary : 26,467.00	
Income Tax Calculation for the financial Year 2024-2025						
Particular		Cumulative	Projected	Current	Annual	Details Of Exemption U/S 10
Performance Link Incentives		12,300.00	0.00	1,725.00	14,025.00	Conveyance Exemption
Basic Salary		130,098.00	30,004.00	14,518.00	174,620.00	Driver Allowance Exemption
House Rent Allowance		78,058.00	18,002.00	8,711.00	104,771.00	Gratuity Exemption
FBP Allowance		7,970.00	3,722.00	1,801.00	13,493.00	
Advance Statutory Bonus		19,910.00	4,620.00	2,235.00	26,765.00	
Incentive		5,500.00	0.00	0.00	5,500.00	
Variable Allow		360.00	0.00	0.00	360.00	
National Holiday Basic		968.00	0.00	0.00	968.00	
National Holiday Payment		850.00	0.00	0.00	850.00	
Salary For The Year					341,352.00	
Gross Salary					341,352.00	
Gross Taxable Income					341,352.00	
Less : Standard Deduction					75,000.00	
Net Taxable Income (Rounded Off)					266,360.00	
Income Tax Deduction						
87A						0.00
Income Tax Payable						0.00
Surcharge						0.00
Education Cess						0.00
Total Income Tax & Surcharge Payable						0.00
Esop Tax to be Recovered in this Month						0.00
Esop Tax Already Deducted						0.00
Less Tax Deducted at source till current month						0.00
Less Tax Deducted by Previous Employer						0.00
Balance Tax Payable/Refundable						0.00
Average Tax Payable per Month						0.00
LOP Dates						
29/12/2024						
Monthly Tax deducted in Salary						
Month		One Time Tax	Monthly Tax	Total Tax		
January		0.00	0.00	0.00		

TELEPERFORMANCE GLOBAL BUSINESS PRIVATE LIMITED

Teleperformance Tower ,Plot CST No 1406-A/28,Mindspace,Goregaon(West),Mumbai-400104,India



Payslip for the month of March 2025

Employee Code	200000000063900	Employee name	Gagandeep Singh
Date of Joining	11 Sep 2023	Date of Birth	27 Sep 2003
Designation	SR. CUSTOMER SERVICE ASSOCIATE- VOICE	Grade	Grade I
Location	Gurgaon	Branch	CRM GGN 398
Payment Mode	Bank Transfer	Bank Name	AXIS BANK
Bank Account Number	922010024632410	IFSC Code	UTIB0000589
PF Account Number	GNGGN00252970000371030	Esic Account Number	
Permanent Account Number	PFGPS7850A	UAN Number	101836328010
Days Worked	30	LWP	1
Arrears Days	28	Tax Regime	New Tax Regime
Previous Monthly LOP	0	OT Hours	0

Earnings	Monthly Rate	Current Month	Arrears	Total	Deductions	Amount
Performance Link Incentives	0.00	2,775.00	0.00	2,775.00	Provident Fund	1,800.00
Basic Salary	15,002.00	14,518.00	15,002.00	29,520.00	Arrears PF	1,800.00
House Rent Allowance	9,001.00	8,711.00	9,001.00	17,712.00	LWF Deduction	34.00
FBP Allowance	1,861.00	1,801.00	1,861.00	3,662.00	Mediclaime	750.00
Advance Statutory Bonus	2,310.00	2,235.00	2,310.00	4,545.00	Salary Advance	28,017.00
National Holiday Basic	0.00	484.00	0.00	484.00	Insurance	750.00
National Holiday Payment	0.00	425.00	0.00	425.00		

Gross Earnings	59,123.00	Total Deductions	33,151.00
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In words (₹) : Twenty Five Thousand Nine Hundred Seventy Two Only	Net Salary : 25,972.00
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Income Tax Calculation for the financial Year 2024-2025

Particular	Cumulative	Projected	Current	Annual	Details Of Exemption U/S 10
Performance Link Incentives	14,025.00	0.00	2,775.00	16,800.00	Conveyance Exemption 0.00
Basic Salary	144,616.00	0.00	29,520.00	174,136.00	Driver Allowance Exemption 0.00
House Rent Allowance	86,769.00	0.00	17,712.00	104,481.00	Gratuity Exemption 0.00
FBP Allowance	9,771.00	0.00	3,662.00	13,433.00	
Advance Statutory Bonus	22,145.00	0.00	4,545.00	26,690.00	
Incentive	5,500.00	0.00	0.00	5,500.00	
Variable Allow	360.00	0.00	0.00	360.00	
National Holiday Basic	968.00	0.00	484.00	1,452.00	
National Holiday Payment	850.00	0.00	425.00	1,275.00	
					LOP Dates
					04/03/2025
					Refund Dates
					19/02/2025 20/02/2025

Salary For The Year 344,127.00

Gross Salary 344,127.00

Gross Taxable Income 344,127.00

Less : Standard Deduction 75,000.00

Net Taxable Income (Rounded Off) 269,130.00

Income Tax Deduction

87A	0.00
Income Tax Payable	0.00
Surcharge	0.00
Education Cess	0.00
Total Income Tax & Surcharge Payable	0.00
Esop Tax to be Recovered in this Month	0.00
Esop Tax Already Deducted	0.00
Less Tax Deducted at source till current month	0.00
Less Tax Deducted by Previous Employer	0.00
Balance Tax Payable/Refundable	0.00
Average Tax Payable per Month	0.00

Monthly Tax deducted in Salary

Month	One Time Tax	Monthly Tax	Total Tax
March	0.00	0.00	0.00

TELEPERFORMANCE GLOBAL BUSINESS PRIVATE LIMITED

Teleperformance Tower ,Plot CST No 1406-A/28,Mindspace,Goregaon(West),Mumbai-400104,India



Payslip for the month of April 2025

Employee Code	20000000063900	Employee name	Gagandeep Singh
Date of Joining	11 Sep 2023	Date of Birth	27 Sep 2003
Designation	SR. CUSTOMER SERVICE ASSOCIATE- VOICE	Grade	Grade I
Location	Gurgaon	Branch	CRM GGN 398
Payment Mode	Bank Transfer	Bank Name	AXIS BANK
Bank Account Number	922010024632410	IFSC Code	UTIB0000589
PF Account Number	GNGGN00252970000371030	Esic Account Number	
Permanent Account Number	PFGPS7850A	UAN Number	101836328010
Days Worked	30	LWP	0
Arrears Days	0	Tax Regime	New Tax Regime
Previous Monthly LOP	0	OT Hours	0

Earnings	Monthly Rate	Current Month	Arrears	Total	Deductions	Amount
Performance Link Incentives	0.00	1,500.00	0.00	1,500.00	Provident Fund	1,800.00
Basic Salary	15,002.00	15,002.00	0.00	15,002.00	LWF Deduction	34.00
House Rent Allowance	9,001.00	9,001.00	0.00	9,001.00	Mediclaime	750.00
FBP Allowance	1,807.00	1,807.00	0.00	1,807.00		
Advance Statutory Bonus	2,364.00	2,364.00	0.00	2,364.00		

Gross Earnings	29,674.00	Total Deductions	2,584.00
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In words (₹) : Twenty Seven Thousand Ninety Only	Net Salary : 27,090.00
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Income Tax Calculation for the financial Year 2025-2026

Particular	Cumulative	Projected	Current	Annual	Details Of Exemption U/S 10
Performance Link Incentives	0.00	0.00	1,500.00	1,500.00	Conveyance Exemption 0.00
Basic Salary	0.00	165,022.00	15,002.00	180,024.00	Driver Allowance Exemption 0.00
House Rent Allowance	0.00	99,011.00	9,001.00	108,012.00	Gratuity Exemption 0.00
FBP Allowance	0.00	19,877.00	1,807.00	21,684.00	
Advance Statutory Bonus	0.00	26,004.00	2,364.00	28,368.00	

Salary For The Year 339,588.00

Gross Salary 339,588.00

Gross Taxable Income 339,588.00

Less : Standard Deduction 75,000.00

Net Taxable Income (Rounded Off) 264,590.00

Income Tax Deduction

87A	0.00
Income Tax Payable	0.00
Surcharge	0.00
Education Cess	0.00
Total Income Tax & Surcharge Payable	0.00
Esop Tax to be Recovered in this Month	0.00
Esop Tax Already Deducted	0.00
Less Tax Deducted at source till current month	0.00
Less Tax Deducted by Previous Employer	0.00
Balance Tax Payable/Refundable	0.00
Average Tax Payable per Month	0.00

Monthly Tax deducted in Salary

Month	One Time Tax	Monthly Tax	Total Tax
April	0.00	0.00	0.00



May 15, 2025
Gagandeep Singh
200000000063900
Sr. Customer Service Associate- Voice
Gurgaon

Subject- Full and Final Settlement

Dear Gagandeep,

Consequent to the communication made and subsequent relieving of yourself from the employment of **Teleperformance Global Business Private Limited** with effect from **May 03, 2025**, your Full and Final payment made via **Bank Transfer** for **INR 17263/-** respectively.

You expressly acknowledge and agree that your employment with the Company has been concluded in accordance with the applicable laws and the policies of the Company and that the payments and benefits as described herein have been received by you. Having received the full and final settlement amount you hereby generally and completely release the Company and its directors, officers, employees, shareholders, partners, agents, attorneys, predecessors, successors, parent and subsidiary entities, insurers, affiliates, and assigns (collectively the "**Released Party**") from any and all claims, liabilities and obligations, both known and unknown, that arise out of or are in any way related to the events, acts, conduct, or omissions occurring at any time through the Separation Date. This general release includes, but is not limited to: (a) all claims (in future or present) arising out of or in any way related to your employment with the Company or the termination of that employment; (b) all claims (in future or present) related to your compensation or benefits from the Company, including but not limited to wages, salary, bonuses, commissions, vacation pay, expense reimbursements, or any other claim

You further acknowledge that, except as expressly provided in this letter, you will not seek any additional compensation, severance or any other benefits

You agree not to disparage or denigrate the Released Party at any point in time in any manner whatsoever, either orally or in writing. The Company agrees not to disparage or denigrate you orally or in writing, and agrees to use its reasonable efforts to cause its directors and executive officers not to disparage or denigrate you.

Nothing contained herein shall preclude your rights with respect to the enforcement of this letter, including the right to receive the payments and benefits specified in this letter.

The Full and Final Settlement amount discharges the Company off all liabilities and claims against it on any and all accounts whatsoever with effect from the separation date.

We thank you for your services to the Company and wish you the best for your future endeavors.

Yours sincerely,

For Teleperformance Global Business Private Limited

Alpana Suneja Gaur
Senior Vice President- Human Resources

I have read this letter and understand all of its terms. I sign and enter this letter agreement knowingly and voluntarily, with full knowledge of what it means.

Gagandeep Singh 200000000063900 Sr. Customer Service Associate- Voice

Employee's Signature _____