



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



Payslip for the month of January 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 | GNNGN00252970000371030 | 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 | Amount | | |
| Performance Link Incentives | 0.00 | 1,725.00 | 0.00 | 1,725.00 | Provident Fund | 1,800.00 | | |
| Basic Salary | 15,002.00 | 15,002.00 | -484.0 | 14,518.00 | Arrears PF | -58.0 | | |
| House Rent Allowance | 9,001.00 | 9,001.00 | -290.0 | 8,711.00 | LWF Deduction | 31.00 | | |
| FBP Allowance | 1,861.00 | 1,861.00 | -60.0 | 1,801.00 | Mediclaim | 750.00 | | |
| 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 | 0.00 | | |
| Basic Salary | 130,098.00 | 30,004.00 | 14,518.00 | 174,620.00 | Driver Allowance Exemption | 0.00 | | |
| House Rent Allowance | 78,058.00 | 18,002.00 | 8,711.00 | 104,771.00 | Gratuity Exemption | 0.00 | | |
| 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 | LOP Dates | | | |
| Gross Salary | | | | 341,352.00 | 29/12/2024 | | | |
| Gross Taxable Income | | | | 341,352.00 | Monthly Tax deducted in Salary | | | |
| Less : Standard Deduction | | | | 75,000.00 | Month | One Time Tax | Monthly Tax | Total Tax |
| Net Taxable Income (Rounded Off) | | | | 266,360.00 | January | 0.00 | 0.00 | 0.00 |
| 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 | | | | |

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 | 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 | GNGGN0025297000371030 | 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 | Mediclaim | 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 |
|--|-------------------------------|

| Income Tax Calculation for the financial Year 2024-2025 | | | | |
|---|--------------|-------------|-------------------|------------|
| Particular | Cumulative | Projected | Current | Annual |
| Performance Link Incentives | 14,025.00 | 0.00 | 2,775.00 | 16,800.00 |
| Basic Salary | 144,616.00 | 0.00 | 29,520.00 | 174,136.00 |
| House Rent Allowance | 86,769.00 | 0.00 | 17,712.00 | 104,481.00 |
| 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 |
| 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 | |
| Details Of Exemption U/S 10 | | | | |
| Conveyance Exemption | | | | 0.00 |
| Driver Allowance Exemption | | | | 0.00 |
| Gratuity Exemption | | | | 0.00 |
| LOP Dates | | | | |
| 04/03/2025 | | | | |
| Refund Dates | | | | |
| 19/02/2025 | | | 20/02/2025 | |
| 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 | 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 | 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 | Mediclaim | 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 | | Monthly Tax deducted in Salary |
| 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 | | |



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 _____