

**Chennai - Ms. Suja P Gandhi**

Briley One, III Floor, No.30,,
Ethiraj Salai, Egmore, Chennai,
CHENNAI - 600008

☐ 044 42123500

Hyderabad - Mr. Praveenchakaravarthi

Flat no. 302, house no.1-8-610/611/302,
Airport plaza, Prakash nagar, Begumbet,
Hyderabad,
HYDERABAD - 500016

☐ 040 - 40119944

Bangalore - Mr. Dennis

No. 49/4, 1st Floor, Southern Side Rama
Arcade,

Bowring Hospital Road, Shivaji Nagar,
Bangalore,

BANGALORE - 560001

☐ 080 - 41023500

Pune - Mr. Omkar Karekar

No: 206,Second Floor,City Mall,Ganeshkhind
Road,,

Near University Circle,Shivaji Nagar,,

PUNE - 411007

☐ 020 46703821

Kolkata - Ms. Sanjitha

43A, Tollygunge circular road,,
Mahendra Towers, 3rd floor, Room no. 3f.,
KOLKATA - 700053

☐ 033 - 24001117 / 24001144

Delhi - Mr. Kapil Rajinder

No: 803, 804, 8th Floor, Padma,
Tower-2, Rajendra Place, New Delhi -,
DELHI - 110008

☐ 011- 46542500/01/ 02

Mumbai - Mr. Swapnil Ghuge

Unit no 1907, 19th floor, Lodha supremus,,
Saki Vihar Road Opposite MTNL off JVLR,
Powai, Mumbai -,

MUMBAI - 400072

☐ 022 - 46123500 / 99

LUCKNOW

ADD 1,
LUCKNOW - 121223

Sub : Statutory benefits reg.

Welcome to TalentPro India HR Private Limited!

Please find your appointment letter enclosed herewith

As part of the joining formalities, we seek all our associate employees to furnish to the Company certain essential information and submit certain declarations. Besides personal information, submission of the following assumes significance:

- Aadhaar Card Copy
- Current ESI number and photocopy of the smart card
- Universal Account Number
- PAN card photocopy
- Bank Account Details to facilitate salary credit

The details cited above are essential to any person seeking to secure his/her social security benefits.

This communication is intended not just to complete the formalities at our end but also with a view to help you secure your future.

We request you to complete the forms and furnish necessary details as sought forthwith, failing which the Company may not be in a position to providing timely support to you in securing your Provident Fund and ESI benefits when required.

Non-submission of PAN will entail a flat 20% tax on entire earnings without deduction and hence it is mandatory to provide PAN.

Please note that your providing us with your Bank A/c Details will help us credit salary directly to your account which will be a faster mode than couriering your salary cheques.

The joining kits will be available with your Branch Manager / Supervisor. However if the same is not available readily, you may get in touch with the nearest TalentPro Branch Operations Manager, mentioned herein, who will arrange to have the kit sent to you forthwith.

Thanking you in advance for your cooperation.

Yours truly,

For TalentPro India HR Private Limited

Suja Priyadarshini G

Assistant General Manager - Staffing

03-Jun-2025

Mr. Udhaya Krishnan M

No.474, East End Main Road, Corporation Colony, 9th Block, Jayanagar, Bengaluru
Bangalore
KARNATAKA
560069

Dear Udhaya Krishnan M

SUB : Employment UNDER FIXED Period Agreement

We are pleased to offer you employment in our organization as an Employee for a fixed period of employment, on the following terms and conditions:

Section One: Deputation:

1. You will be on deputation to the client's office based at BANGALORE. You will be designated as SALES ASSOCIATE and will be on deputation from 03-Jun-2025 to 02-May-2026 to UPRISING SCIENCE PRIVATE LIMITED. During your deputation period, you may be deputed to any of their locations from time to time.
2. During the tenure of the deputation, you will continue to be an employee of TalentPro India HR Private Limited.
3. You will not be an employee of UPRISING SCIENCE PRIVATE LIMITED but only on deputation to the UPRISING SCIENCE PRIVATE LIMITED. Under no circumstances will you be considered to be an employee of UPRISING SCIENCE PRIVATE LIMITED.

Section Two: Rules:

1. In the day to day functioning or carrying out all responsibilities, you will receive instructions from UPRISING SCIENCE PRIVATE LIMITED and will undertake to abide by any suggestions given by any assigned person(s).
2. You shall also abide to undergo any training that may be offered to you by the UPRISING SCIENCE PRIVATE LIMITED during the tenure of your fixed period.
3. You shall be bound to follow the working hours of UPRISING SCIENCE PRIVATE LIMITED .
4. While on deputation to UPRISING SCIENCE PRIVATE LIMITED , you shall devote the whole of your workday exclusively to performance of the duties with the UPRISING SCIENCE PRIVATE LIMITED .
5. You shall comply with all of the standard/specific security procedures and the drug abuse policy laid down by the UPRISING SCIENCE PRIVATE LIMITED .
6. You shall not engage in any act subversive of discipline in the course of your duties for the UPRISING SCIENCE PRIVATE LIMITED either within the client premises or outside.

Section Three: Leave, Compensation & Statutory deductions:

1. You shall be eligible for Leaves including but not limited to Maternity or Paternity Leave and related benefits, as per the Leave Policy laid down by the UPRISING SCIENCE PRIVATE LIMITED , in order to effectively implement your services for the UPRISING SCIENCE PRIVATE LIMITED .



2. Details of your compensation break up are as per the annexure.
3. You will be covered under the Employees Provident Fund , Employee State Insurance etc. as per the applicability.
4. You will be covered under the Company's Group Personal Accident Insurance Scheme with a maximum coverage of INR 100000 (One lakh) and Medical Insurance Scheme with a maximum coverage of INR 0 (Zero) , on completion of 30 days of your service with us.
5. Your salary / compensation will be subject to applicable tax laws and any other statutory deductions as applicable from time to time.
6. Upon any form of exit, your full and final settlement will be settled as per law, in subject to completing the exit formalities as per the company / clients rules and regulations

Section Four: Transfer:

1. During your fixed period of employment, you services are liable to be transferred to or at any location or region in India at the sole discretion of the management in consultation with UPRISING SCIENCE PRIVATE LIMITED,without any additional remuneration.

Section Five: Medical:

1. The TalentPro India HR Private Limited or theUPRISING SCIENCE PRIVATE LIMITED reserves the right to require you to complete a medical questionnaire, eye test or undergo a general physical fitness test as a condition of initial employment and if considered necessary, to any future internal transfer to a different post.

Section Six: Certificates / Testimonials:

1. At the time of joining you are required to submit copies of all your past and present academic and career credentials, if applicable, together with two(2) nos. of passport size photographs and one (1) stamp size photograph together with proof of age.

Section Seven: Liability:

1. You will always maintain in good condition the TalentPro India HR Private Limited orUPRISING SCIENCE PRIVATE LIMITED property,which may be entrusted to you for official use during the course of your employment and shall return all such property to the TalentPro India HR Private Limited or UPRISING SCIENCE PRIVATE LIMITED prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the TalentPro India HR Private Limited.
2. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the UPRISING SCIENCE PRIVATE LIMITED. This arrangement of deputation is purely a contractual agreement between the TalentPro India HR Private Limited and its Client, for the time specified.

Section Eight: Nondisclosure:

1. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities with the UPRISING SCIENCE PRIVATE LIMITED to anyone outside the UPRISING SCIENCE PRIVATE LIMITED.You shall use such information only in connection with the service provided to the UPRISING SCIENCE PRIVATE LIMITED.You shall not remove any documents or material from the UPRISING SCIENCE PRIVATE LIMITED premises without the prior consent and knowledge of the UPRISING SCIENCE PRIVATE LIMITED



Section Nine: Conflict of Interest:

1. During the course of your employment with our TalentPro India HR Private Limited and while on deputation, you will not engage yourself directly or indirectly in any professional or personal activity which might be considered Prejudicial and Detrimental to the lawful interest of the TalentPro India HR Private Limited or its Clients, such as Intellectual Property Rights, Trade Secrets, Processes or otherwise considered to be Conflict of Interest. You shall at all times keep the TalentPro India HR Private Limited informed in writing and in the eventuality of failure to do so the TalentPro India HR Private Limited shall be at liberty to proceed against you by initiating and prosecuting such civil and criminal action as may be deemed fit and proper including seeking indemnity and damages.

Section Ten: Code of Conduct:

1. You shall perform your duties with honesty, integrity and fairness. You shall act in good faith, responsibly, with due care, competence and diligence, during the term of your employment. You shall act in the best interests of the TalentPro India HR Private Limited and fulfil your service obligations.
2. You shall not receive/offer, directly or indirectly, any gifts, donations, illegal payments and comparable benefits which are intended or perceived to be intended to obtain business (or uncompetitive) favours.
3. You shall:
 - A. Uphold ethical standards of integrity;
 - B. Act objectively and constructively while exercising your duties;
 - C. Exercise your responsibilities in a bona-fide manner in the interest of the Company;
 - D. Ensure undivided time and attention to your professional obligations during business hours;
 - E. Refrain from any action/practice that could lead to a loss of your employment;
 - F. Ensure that your appearance is neat and groomed at all times when at work.

Section Eleven: Indemnity:

1. You shall be responsible for properly and diligently performing the duties assigned to you, for maintaining the confidentiality the confidential information and trade secrets of UPRISING SCIENCE PRIVATE LIMITED and for protecting any property of UPRISING SCIENCE PRIVATE LIMITED entrusted to you in the due discharge of your duties. You shall fully indemnify and keep TalentPro India HR Private Limited fully indemnified against any claim or demand made against TalentPro India HR Private Limited in this regard. You shall continue to indemnify TalentPro India HR Private Limited even after the expiry or termination of this agreement against any claim or demand made against TalentPro India HR Private Limited with regard to any acts or omissions committed by you during your employment with us.



Section Twelve: Validity:

1. The Fixed Period of agreement of employment shall be valid from 03-Jun-2025 to 02-May-2026 and may be renewed at the discretion of TalentPro India HR Private Limited Not with standing this, in the event of your assignment coming to an end before the aforementioned period; this agreement shall stand terminated.
2. Further, your employment shall be co-terminus with the termination of the agreement between TalentPro and the client you are deputed to.

Section Thirteen: Termination:

1. This agreement shall be terminable by either party giving 30 days notice in writing or 30 days basic salary in lieu of notice, to the other.
2. Notwithstanding what is stated above, your appointment may be terminated forthwith without any notice or payment of any kind in case of:
 - A. Repeated wilful insubordination or disobedience
 - B. Proven Theft, Fraud or Dishonesty
 - C. Wilful damage or loss of Company's or Client's property
 - D. Striking unlawfully
 - E. Consistent and prolonged Absence from work Or Irregularity to work inspite of repeated warnings
 - F. Any accusation or allegations against you under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
 - G. Criminal Accusation, proven guilty or convicted by any Court of Law during the tenure of your service with the Company.
 - H. Being declared medically unfit to work
 - I. Established misappropriation of any Tangible and/or intangible assets of the Company or the Company's Clients.
 - J. Intentional Misuse of Company or clientele data.
3. Your employment hereunder is only subject to the information and particulars furnished by you and if it transpires that you have made a false statement or concealed a material fact resulting in your employment with us, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

Section Fourteen: Employment dispute and Jurisdiction :

1. In the event of any dispute arising out of the interpretation or implementation of this agreement, this shall be referred to arbitration. The parties to this agreement shall endeavor to mutually agree and decide on the name of a sole arbitrator to conduct such arbitration. In the event that the parties cannot reach agreement on the name of a sole arbitrator, they agree to approach the Hon'ble High Court of Madras to appoint such sole arbitrator. The provisions of the Arbitration and Conciliation Act, 1996, shall govern the proceedings. The award of the arbitrator shall be final and binding. The venue for such arbitration shall be Chennai. For all other matters the Courts at Chennai shall have exclusive jurisdiction.



Conclusion:

If you find the above terms favourable, you may please indicate your acceptance within Thirty (30) days of receipt of this letter by signing the duplicate copy of this letter and resending it back to the Staffing Department at the Company's Head Office, Chennai.

Further, you may note that you shall be provided an independent User Name & Password to login to your respective Employee portal to access all your relevant details of employment with the Company from the date of your joining. This Fixed Period agreement shall be uploaded in your respective Employee portal post providing you the requisite login credentials, for your records. On uploading this Fixed Period agreement therein and in the event we have not received your acceptance copy for our records, your acceptance of the same shall be deemed implied and complete, unless the contrary is specifically documented in writing by you to the Company.

We wish you Good Luck

Sincerely,

For TalentPro India HR Private Limited



Suja Priyadarshini G

Assistant General Manager - Staffing

I hereby confirm that I have read and understood all the above-mentioned terms and conditions and I agree to abide by all the above said terms and conditions of this agreement.

Name :

Signature :

Date :

Name	:	Udhaya Krishnan M
Employee Code	:	UPS0705
Effective Date	:	03-Jun-2025

Salary Components	Per Month	Per Annum
Earnings		
Basic Pay	17000.00	204000.00
House Rent Allowance	8500.00	102000.00
OTHER ALLOWANCE	5084.00	61008.00
Rate Advance Statutory Bonus	1416.00	16992.00
Gross Salary	32000.00	384000.00
Deductions		
PF (EMPLOYEE CONTRIBUTION)	1800.00	21600.00
PROFESSIONAL TAX	200.00	2400.00
Net Take Home	30000.00	360000.00
Employer Contribution		
PF (EMPLOYER CONTRIBUTION)	1950.00	23400.00
Total CTC	33950.00	407400.00

Sonjayadasanmuni G