

January 07, 2025

Praveen Raj Ck
300000000061362
Customer Service Associate-Non Voice
Indore

Subject- Full and Final Settlement

Dear Praveen,

Consequent to the communication made and subsequent relieving of yourself from the employment of **Teleperformance Global Business Private Limited** with effect from **November 01, 2022**, your Full and Final payment has already been settled by us.

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 endeavours.

Yours sincerely,

For Teleperformance Global Business Private Limited



Alpana Suneja
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.

Praveen Raj Ck 300000000061362 Customer Service Associate-Non Voice

Employees's Signature _____

Teleperformance Global Business Private Limited (Formerly known as CRM Services India Private Limited)

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